

# Medical Service Corps Handbook

## Quick Reference

2014



## Providing Integral Leaders to Enable Army Medicine

Since its inception in 1917, the Medical Service Corps (MSC) has been paving the way for Army Medicine. Now with 29 Areas of Concentration (AOC) and subspecialties, the MSC is the most diverse Corps in the Army. As such, we have created this handbook as a resource to guide newly commissioned Officers through the Corps and the Army, familiarize veteran field-grades to the lesser-known aspects of the MSC, and everyone in between.

### INSIDE

AOC Breakdown P.1  
Compensation and Benefits P.2  
Strategic Plan P.3  
Introduction to Army Life P.4

### CAREER PROGRESSION

Whether you're a 70B or a 71E, your career is moving forward and it is up to you to keep up. Find out what you can do to make sure it stays on track.

### AOC TRACKING

Not sure what other AOC's have to offer or interested in the roles and responsibilities of your fellow MSC Officers? Take a look and learn a little more about the Silver Caduceus!

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## The AMEDD Officer

### U.S. Army Medical Department

Health care professionals who serve as Officers in the U.S. Army Medical Department (AMEDD) enjoy a wide range of opportunities and financial incentives. There are benefits, tangible and intangible, available to officers who choose to serve full-time in the Army.

Active Army professionals are members of a multidisciplinary team focused on providing the best health care possible. Training begins at the AMEDD Center & School and offers a wide array of experience and opportunities within your respective field.

You'll also have opportunities to develop even more specialized skills than those you already have. From continuing education courses and seminars to clinical research and teaching, you'll be able to enhance your level of expertise. The AMEDD Center & School offers 5 Masters Degree Programs and 7 Doctoral Programs to those who qualify.



## Medical Service Corps Branch Codes (Medical Functional Areas)

### Health Care Administration Career Fields (MFA 67A)

70A	Health Care Administrator
70B	Field Medical Assistant
70C	Health Services Comptroller
70D	Health Services Systems Manager
70E	Patient Administrator
70F	Health Services Human Resource Manager
70H	Health Services Operation Officer
70K	Health Services Materiel Officer
70K9I	Health Services Facilities Planner*
70K8X	Medical Acquisitions*

*\* special skill identifiers*

### Laboratory Science Career Fields (MFA 67B)

71A	Microbiologist, Parasitologist, and Immunologist
71B	Biochemist and Physiologist
71E	Clinical Laboratory Officer
71F	Research Psychologist

### Preventive Medicine Science Career Fields (MFA 67C)

72A	Nuclear Medical Science Officer
72B	Entomologist

## The Medical Service Corps: The Corps of Opportunity & Diversity

### MFA % Officers Active Duty (2014)

MFA 67A	58.28
MFA 67B	7.8
MFA 67C	10.0
MFA 67D	10.0

### Separate AOCs

Pharmacist	3.18
Optometrist	2.94
Podiatrist	0.6
Aeromedical	7.2

### Demographics

Female	31
Male	68.9

### Total Strength **4994**

72C	Audiologist
72D	Environmental Science and Engineering

### Behavioral Science Career Fields (MFA 67D)

73A	Social Work Officer
73B	Clinical Psychologist

### Separate Areas of Concentration (AOCs):

67E	Pharmacist Officer
67F	Optometrist Officer
67G	Podiatrist Officer
67J	Aeromedical Evacuation Officer



## The Medical Service Corps

The Medical Service Corps is an important national resource with a long and distinguished history. With varied academic backgrounds and disciplines, these officers have been widely recognized and highly regarded leaders during peace and war throughout the world. The Medical Service Corps is an integral component of Army Medicine and is made up of over 10,000 active duty and Reserve officers who are serving 27 specialties ranging from clinical providers to scientists to health care administrators. Being a diverse corps makes us in high demand globally. The strength of the corps is our commissioned officers, warrant officers, NCOs, families and retirees. Our corps is an extremely well trained and equipped force; we ensure our officers have the tools to deliver the best healthcare to our patients and lead our Nation to health.

## The History of the U.S. Army Medical Service Corps

The story of the U.S. Army Medical Corps is evolutionary. Precursors such as Revolutionary War apothecaries and officers of the Civil War Ambulance Corps evolved into the World War I Sanitary Corps, which was established on 30 June 1917, as a temporary part of the Medical Department based on authority provided by an 18 May 1917 Act of Congress. This Corps, which rapidly expanded to nearly 3,000 officers during the war, enabled the relief of physicians from a variety of administrative, technical and scientific duties. The Sanitary Corps was demobilized following the war. Later, on 4 June 1920, the Army needed a permanent medical ancillary organization and the Medical Administrative Corps (MAC) was established and by 1945 had 22,000 officers. On 12 July 1943, the Pharmacy Corps was established as a Regular Army branch and finally on 4 August 1947, the Sanitary, Administrative and Pharmacy Corps were replaced by the Medical Service Corps consisting of



five sections: Pharmacy, Supply and Administration, Medical Allied Sciences, Sanitary Engineering, and Optometry. During the Korean War in 1950, the Medical Service Corps aviators were assigned to the first helicopter evacuation detachment in Korea, units that presaged the revolutionary role of the helicopter ambulance.

Today, MSCs provide the administrative, planning, programming and budgeting of every Army Medical Department effort. They maintain the Army's wartime medical capability through command of its field medical establishment. They operate what may be the most effective logistical system anywhere in the world. In countless ways, the men and women of the Medical Service Corps are the forefront of the Army Medical Department's humanitarian role in national defense.

**Our Mission:** Provide uniquely qualified administrative, clinical, and scientific Leaders to best enable Army Medicine.

## Life as an Army Officer in the Medical Service Corps

Officers in the Army are managers, problem-solvers, key-influencers, and planners who lead other Soldiers in all situations. To become an Army officer you must:

- Be a United States citizen
- Have received the required education and licensure depending on the specialty
- Have a strong academic standing
- Be at least 19 years old and be able to be commissioned before your 42<sup>nd</sup> birthday
- Be in good physical condition and pass a full medical examination

In the Army, you are a highly respected officer. The Medical Service Corps officer is essential in treating and helping





the overall health of Soldiers and their families. Upon entering into the Army, officers attend the Basic Officer Leadership Course (BOLC) at Fort Sam Houston, Texas, for nine weeks. Upon course completion, officers are assigned to specific units and positions, depending on their specialties. From medical fields, such as health services administration to podiatry, the Medical Service Corps includes a multitude of specialties. In fact, they are also responsible for much of the medical research that takes place in the Army. Many officers are selected to command units, such as medical brigades, combat support hospitals, clinics and hospitals.

### Time Commitment for Officers

Medical Service Corps officers serve a minimum of three years on Active Duty. In general, the Medical Service Corps officer has many assignments to choose from within the United States or overseas, based on the needs of the

Army.

Many assignments offer excellent opportunities for world travel. Many officers plan a balanced career by taking assignments in the home front and overseas. In addition, many seek deployments in contingency operations or humanitarian missions based on current world events as they occur.

Active Component: Most officers incur a three-year obligation from the date of appointment. The balance of service, sufficient to complete eight years total, may be served in an inactive ready reserve (IRR) or active selected reserve status.

Reserve Component: Most officers incur an eight-year ready reserve obligation and a three-year selected reserve obligation. The obligation commences upon commissioning.

## OATH OF COMMISSIONED OFFICERS

I, \_\_\_\_\_, having been appointed an officer in the Army of the United States, as indicated in the above grade of \_\_\_\_\_ do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign or domestic, that I will bear true faith and allegiance to the same, that I take this obligation freely, without any mental reservations or purpose of evasion, and that I will well and faithfully discharge the office upon which I am about to enter; so help me God.



ARMY VALUES  
[WWW.ARMY.MIL/VALUES](http://WWW.ARMY.MIL/VALUES)





### **Oath of Office A 200 Year Tradition**

All Army officers swear the same oath that every president and military officer has taken since George Washington became the first president of our nation and commander in chief of its armed forces. An officer who swears or affirms this simple oath joins a 200-year tradition by making a commitment to our nation and our Constitution. It also is a warning to any potential enemy. Just as in times past, it is the commitment of "life, fortune and sacred honor." It is a guarantee to the nation and to any enemy of the nation that the officer is prepared to take any action necessary to keep our nation free.

### **The US Army Chief of Staff's Professional Reading List**

This reading list is an important element in the professional development of all leaders in the Army. We can never spend too much time reading and thinking about the Army profession and its interaction with the world at large. These readings will deepen our understanding of the history of armies, the critical role of leadership in combat, and the strategic environment of today and the future. There is simply no better way to prepare for the future than a disciplined, focused commitment to a personal course of reading, study, thought, and reflection. I challenge each of you to tackle these books and improve your power of critical thinking and understanding of the profession of arms.

  
General Raymond T. Odierno  
38<sup>th</sup> Chief of Staff, U.S. Army

### **About the Reading List**

The U.S. Army Chief of Staff's Professional Reading List is divided into four sub-lists—The Army Profession, The Force of Decisive Action, Broadening Leaders, and The Strategic Environment. Taken together, these readings will help Soldiers or Army civilians sharpen their critical faculties and broaden their understanding of the military art. These books also complement materials currently used in the Army educational system and can help bridge the intervals between periods of formal instruction at Army schools. It is imperative for members of the Army profession to be well-read in all aspects of our honorable and selfless calling. Any professional reading list is, of course, only a brief introduction to the many books worth reading on Army history, heritage, leadership, and world events. The list is just a starting point on a journey of discovery and development. This selection of books also does not imply that the Chief of Staff endorses the authors' views or interpretations. Nevertheless, these books contain thought provoking ideas and information relevant to our dynamic Army today and into the future.

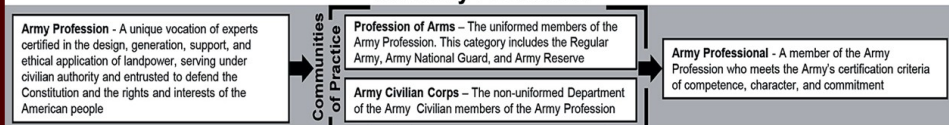
#### **Link to Reading List:**

[http://www.history.army.mil/html/books/105/105-1-1/CMH\\_Pub\\_105-5-1\\_2013.pdf](http://www.history.army.mil/html/books/105/105-1-1/CMH_Pub_105-5-1_2013.pdf)

## Fundamentals of Army Leadership ADP 6-22 and AR 600-100

The Army Profession, Army Doctrine Reference Publication Number 1, Published in June 2013, provides a very concise overview of the Army Profession. The illustration below summarizes many of the characteristics required to be a successful Soldier.

### Our Army Profession



### Five Essential Characteristics of the Army Profession

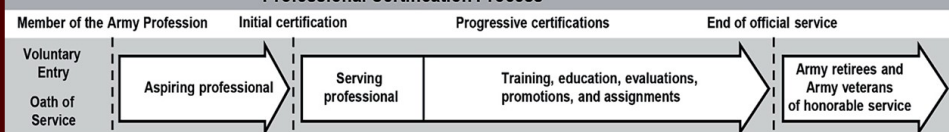


**Army Ethic** - The evolving set of laws, values, and beliefs, deeply embedded within the core of the Army culture and practiced by all members of the Army Profession to motivate and guide the appropriate conduct of individual members bound together in common moral purpose

Trust between Soldiers  
Trust between Soldiers and Leaders  
Trust between Soldiers, their Families and the Army  
Trust between the Army and the American People

Loyalty • Duty • Respect • Selfless Service • Honor • Integrity • Personal Courage  
**Ethical Foundation: Legal and Moral**

### Professional Certification Process



### Army Leader Development Model

**The Pillars.** Lessons learned from recent wars, humanitarian relief operations, and exercise suggest the Army's progressive, sequential, and three-pillar approach to leader development is sound and produces the quality leaders our nation requires. The three pillars of leader development — institutional training and education, operation assignments, and self-development — are dynamics and interconnected. The individual gains SKBs at the institution and practices them during operational assignments to refine skills, broaden knowledge, and shape behavior. Meanwhile, these experiences are shared during institutional training and education. Self-development enhances, sustains, and expands SKBs assignments. The pillars adapt to force structure reductions; constrained resources; and advances and changes in doctrine, technology, and policy — as well as individual professional objectives.

**Institutional Training and Education.** The Army's school system provides leaders training (what to know) and education (how to do) and the opportunity to acquire SKBs needed to perform duty positions requirements. Training and education usually precede significant new levels of operational assignments. In each case, the institutional base is the foundation upon which we develop leaders to realize their

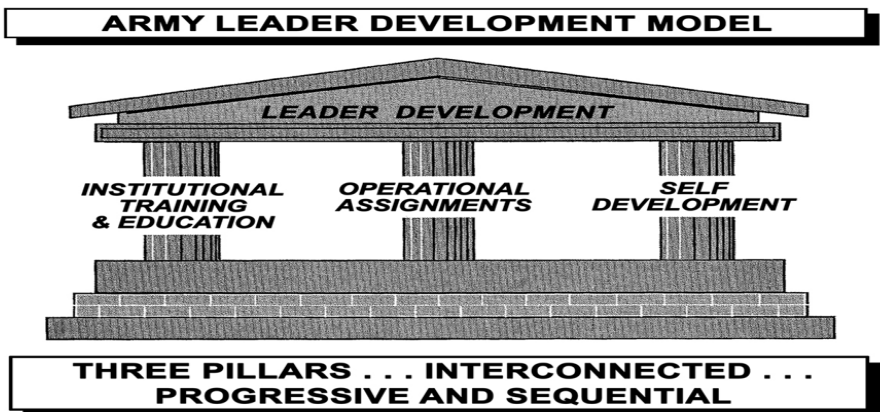


maximum potential. To foster this transition, leaders attend institutional training courses following appropriate career development models. Training and education provides the theoretical base.

**Operational Assignments.** Operational assignments translate the theory into practice by placing leaders in positions to apply those SKBs acquired during institutional training and education. Repetitive performance of duty position requirements (practice) refines the leader's skills, broadens his knowledge, and shapes his behavior and attitudes. Through experience gained during operational assignments, leaders acquire the confidence and competence needed for more complex and higher level assignments. Commanders enhance leader development by:

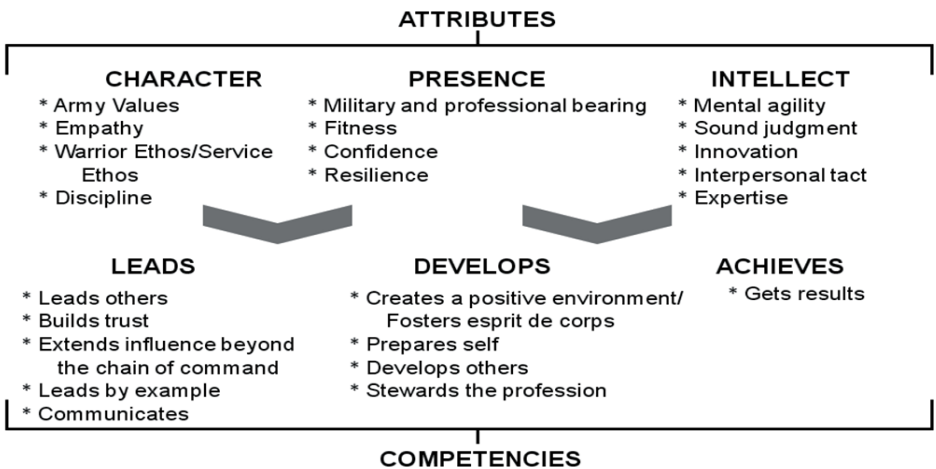
- assigning individuals progressively more complex and demanding duties;
- assessing their performance against standards, and providing information on strengths, weaknesses, and developmental needs;
- counseling and coaching regularly; and
- helping them prepare and execute developmental action plans to achieve maximum growth.

**Self-Development.** Self-development initiatives focus on maximizing leader strengths, minimizing weaknesses, and achieving individual leader development goals. The concept is more than fixing weaknesses or reinforcing strengths. Self-development is a continuous process — taking place during institutional training and education, and during operational assignments — that should also stretch and broaden the individual beyond the job or training. It's a joint effort: leaders, supervisors, and subordinates. The individual and his leader structure self-development actions to meet specific individual goals and needs. Initial self-development is generally narrow in scope. The focus broadens as individuals learn their strengths and weaknesses, determine needs, and become more independent. Leaders prepare developmental action plans to map self-development efforts and set priorities for improving performance and achieving maximum potential. Self-development actions may include self-study, reading programs, and civilian education courses that support development goals.



# Army Leadership Requirements Model

The Army Leadership Requirements Model conveys the expectations that the Army wants leaders to meet. A common model of leadership shows how different types of leaders work together and is useful for aligning leader development activities and personnel management practices and systems. One set of requirements consists of attributes of what leaders should be and know and the second is a set of competencies that the Army requires leaders to do. The single model organizes the disparate requirements and expectations of leaders at all levels of leadership.



# LEADERSHIP FOCUS AREAS

Good Order and Discipline (Professional Soldiers)	Training (Dev. Soldiers and Leaders)	Readiness (Deployability)	Soldier (Caring)	Things to avoid
<ul style="list-style-type: none"> <li>• <u>Leaders:</u></li> <li>• Leader presence - battlefield circulation</li> <li>• Focus on the important</li> <li>• Clearly communicate intent (higher/lower)</li> <li>• Build professional teams (never compete with your sister unit)</li> <li>• Credibility (under promise, over deliver)</li> <li>• See bigger picture</li> <li>• Empower the sqd. ldr.</li> <li>• Army Values</li> <li>• Conduct (24/7)</li> <li>• Est. social networking control measures</li> <li>• Accountability for yourself</li> <li>• Read/follow policies</li> <li>• Do not accept the words - 'I hope, I believe'</li> <li>• Retain good Soldiers (bars and flags)</li> </ul>	<ul style="list-style-type: none"> <li>• Junior/senior leader professional development program</li> <li>• Engaged leader training / certification program</li> <li>• MOS/AOC proficiency and schooling</li> <li>• Self-development</li> <li>• Training meetings</li> <li>• Hands-on training is the standard</li> <li>• STT collective training - reverse cycle training</li> <li>• Encourage creative thinking at the lowest level (reduce life saving events)</li> <li>• Leaders book (develop content requirements)</li> <li>• Coach/teach/mentor</li> <li>• Do the basics well</li> <li>• Field recovery ops.</li> <li>• AAR all events</li> </ul>	<ul style="list-style-type: none"> <li>• Command Maintenance</li> <li>• Property accountability and supply discipline</li> <li>• External evaluation of systems (CIP)</li> <li>• Reset priorities and timelines</li> <li>• Soldiering is an outdoor sport</li> <li>• MRC (&gt;90%) - individual medic readiness</li> <li>• Tactics / techniques / procedures</li> <li>• QTB and RTW briefings</li> <li>• Unit preparedness - mission, personnel, and equipment (no doubts and no reserves)</li> <li>• FRG</li> <li>• FRG leader course</li> </ul>	<ul style="list-style-type: none"> <li>• Know life stressing events (i.e. divorce, separation, child custody, relationships, financial issues)</li> <li>• Take advantage of command enablers</li> <li>• Build resiliency</li> <li>• Take care of Soldiers (just do it - know them)</li> <li>• Balance in the lives of Soldiers and leaders (sleep, exercise, think)</li> <li>• Monthly counselings</li> <li>• Evaluations / awards</li> <li>• Bring back military traditions (to include promotion ceremonies)</li> <li>• Stamp out stupid</li> <li>• Family time (gone before 1500)</li> <li>• End of week last formation (earlier) - leaders time</li> <li>• Quality of life (barracks and off-post quarters inspections)</li> </ul>	<ul style="list-style-type: none"> <li>• Lying</li> <li>• Drugs</li> <li>• Alcohol abuse / underage drinking</li> <li>• DUI / DWI</li> <li>• Virus to the organization</li> <li>• Safety violator</li> <li>• AWOL</li> <li>• Warrants for your arrest</li> <li>• Go against COC intent / guidance</li> <li>• Racism</li> <li>• EO / POSH violations</li> <li>• Fraternization</li> <li>• Sexual harassment</li> <li>• Sexual assault</li> <li>• Domestic violence</li> <li>• Threats against COC and other Soldiers</li> <li>• Non-support of family members</li> <li>• Unprofessional conduct</li> <li>• Abuse of your authority</li> <li>• Unauthorized use of government credit card</li> </ul>

## Army Leader Job Book Task List

TASK #	CATEGORY	DESCRIPTION	EVALUATOR	REFERENCE
<b>Complete within 30 days</b>				
30-1	Army Profession	Complete incoming office call w/ Company Commander, Officer in Charge	Company Commander	<a href="#">AR 350-1</a>
30-2	Professional Competence	Procure correct uniform accoutrement for unit	OIC / Company Commander	<a href="#">AR 670-1</a>
30-3	Army Profession	Write a Biography and Curriculum Vitae	Company Commander	<a href="http://www.army.mil/profession/">http://www.army.mil/profession/</a>
30-4	Professional Competence	Receive initial Job Performance Counseling (DA 67-9-1, DA 67-9-1a)	OIC / Company Commander	<a href="#">FM 6-22</a>
30-5	Professional Competence	Complete Duty Description	Rater / OIC	<a href="http://www.army.mil/profession/">http://www.army.mil/profession/</a>
30-6	Adaptability	Review Unit/BN/BDE/DIV/MEDCEN Policy Letters	Company Commander	<a href="http://www.army.mil/profession/">http://www.army.mil/profession/</a>
30-7	Professional Competence	Review Unit Annual Training Guidance	Company Commander	<a href="#">AR 350-1</a>
30-8	Professional Competence	Conduct Mandatory Training: Composite Risk Management, Accident Avoidance, AT Level I, INFO SEC, OPSEC Level I, GAT, POSH, Information Assurance, SHARP, SERE 100 Level A, HIPPA training, and Combat Trafficking	OIC / Company Commander	<a href="#">AR 350-1</a>
30-9	Comprehensive Soldier Fitness	Develop a individual Performance Triad plan (Sleep, Nutrition and Activity)	OIC / Company Commander	<a href="http://www.armymedicine.army.mil/PerformanceTriad/index.cfm">http://www.armymedicine.army.mil/PerformanceTriad/index.cfm</a>
30-10	Team Building	Attend Unit Hail and Farewell	OIC / Company Commander	<a href="http://www.army.mil/profession/">http://www.army.mil/profession/</a>
30-11	Life Long Learning	Visit Post Education Center to review current programs	OIC / Company Commander	<a href="#">AR 621-5</a>
<b>Complete within the first 60 days</b>				
60-1	Army Profession	Research your Unit's history, heraldry, and lineage. Prepare NCOPD/OPD briefing	Company Commander	<a href="http://www.army.mil/profession/">http://www.army.mil/profession/</a>
60-2	Team Building	Develop a Leader's Book	Company Commander	<a href="#">AR 350-1</a>
60-3	Comprehensive Soldier Fitness	Demonstrate proficiency in leading Army Physical Readiness Training IAW TC 3-22.20	OIC / NCOIC	<a href="#">FM 7-22</a>
60-4	Army Profession	Complete incoming office call w/ Battalion Commander or Department Chief	Company Commander	<a href="#">AR 350-1</a>
60-5	Team Building & Army Profession	Write a sample award and discuss methodology with Personnel Officer (S1)	Battalion Personnel Officer (S1) or Personnel Action Center	<a href="#">AR 600-8-22</a>
60-6	Army Profession	Meet with rater to conduct quarterly performance counseling (DA 67-9-1a)	OIC	<a href="#">FM 6-22</a>
60-7	Life Long Learning	Enroll in educational program or read selection from Army Chief of Staff Professional reading list	OIC / Company Commander	<a href="http://www.history.army.mil/html/books/105/105-1-1/">http://www.history.army.mil/html/books/105/105-1-1/</a>
<b>Complete within the first 90 days</b>				
90-1	Professional Competence	Perform Staff Duty Officer duties	OIC	<a href="#">AR 220-15</a>
90-2	Army Profession	Observe Company Grade Article 15 proceedings	Company Commander	<a href="#">AR 27-10</a>
90-3	Team Building	Conduct Safety Briefing	OIC / Company Commander	<a href="#">AR 385-10</a>
90-4	Comprehensive Soldier Fitness	Enroll in Master Resiliency Training Course		<a href="#">Army Directive 2013-07 (AR350-XX)</a>
90-5	Life Long Learning	Professional Reading	OIC / Company Commander	<a href="http://www.history.army.mil/html/books/105/105-1-1/">http://www.history.army.mil/html/books/105/105-1-1/</a>
<b>Plan</b>				
120-1	Army Profession	Meet with rater to conduct quarterly performance counseling (DA 67-9-1a)	OIC	<a href="#">FM 6-22</a>
120-2	Professional Competence	Become familiar with inventory using Hand Receipts and Shortage Annexes	OIC / Company Commander	<a href="#">AR 735-5</a>
120-3	Adaptability	Plan, prepare, and conduct a weapons range	OIC / Company Commander	<a href="#">FM 3-22.9</a>
120-4	Comprehensive Soldier Fitness	Complete APFT	OIC / Company Commander	<a href="#">FM 7-22</a>
120-5	Life Long Learning	Professional Reading	OIC / Company Commander	<a href="http://www.history.army.mil/html/books/105/105-1-1/">http://www.history.army.mil/html/books/105/105-1-1/</a>



## Army Medical Department Center and School (AMEDDC&S)

The AMEDDC&S is located at Fort Sam Houston, Texas. The Center is where the Army Medical Department formulates its medical organization, tactics, doctrine, and equipment. The school is where the Army educates and trains all of its medical personnel.

Through state-of-the-art, hands-on, scenario-driven training and based on lessons learned from today's battlefield and clinical settings, the school has created an environment in which students can develop the abilities they will need to provide the best patient care possible.

The AMEDDC&S professional staff development and career life-cycle management assures the organization that our students will continue to receive the benefits of the best education and training opportunities available from some of the world's most capable and innovative instructors and staff members.

### There are five major organizations that comprise the AMEDDC&S:

The **Academy of Health Sciences (AHS)** is our "school." It is a very large and complex school-house that is part vocational institution, part community college, and part major university. The AHS conducts 315 courses of which 41 are taught in the Medical Education Training Campus (METC). The AMEDDC&S is accredited by the Council of Occupational Education, and all programs of instruction are reviewed by the American Council on Education. Students attending courses at the AMEDDC&S can get undergraduate and graduate college credits. The Academy of Health Sciences Graduate School also conducts seven doctoral and five masters degree programs.

The **32<sup>nd</sup> Medical Brigade** is the home of all Army personnel assigned to AMEDDC&S. During the year, the brigade is home to more than 20,000 students receiving medical education and training.

The **Medical Capabilities Integration Center (MCIC)** is the "center" of the AMEDDC&S. The MCIC envisions and designs the organizations, tactics, doctrine and equipment that will provide the medical support on the battlefield.

The **Noncommissioned Officer Academy (NCOA)** is our center for non-commissioned officer (enlisted) professional military leadership education. The Academy teaches courses at both the entry and advanced levels.



The **AMEDD Personnel Proponent Directorate (APPD)** does the force modeling. The Army Medical Department has over 130,000 military and civilian members who work in 200 different officer, warrant officer, enlisted, and civilian specialties. The directorate ensures that the Army's medical force is properly structured to accomplish the Army Medical Department's many missions.

**History:** The AMEDDC&S traces its lineage to the Medical Field Service School (MFSS) established in 1920 at Carlisle Barracks, Pennsylvania. The mission of the MFSS was to train doctors, dentists, and nurses in their duties as Army officers.

In 1924, the MFSS conducted the first professional courses for noncommissioned officers and Privates First Class. The MFSS moved to Fort Sam Houston in 1946 and was located in the 9<sup>th</sup> Infantry Regiment quadrangle.

In 1972 a reorganization of the MFSS resulted in the re-designation of the MFSS as the Academy of Health Sciences and consolidated the Army's medical training, making it one of the largest medical training centers in the world.

In 1991, it was re-designated as the Army Medical Department Center and School, with the Academy of Health Sciences becoming the school arm.



## Long Term Health Education and Training (LTHET)

The Long Term Health Education and Training program selects active duty officers to enter graduate-level training for the subsequent academic year. For the Reserve Component, this program applies to a limited population of Active Guard Reserve (AGR) officers. To apply for LTHET, officers must be in good standing and normally have no less than five years and no more than 13 years of active federal commissioned service.

The LTHET program is an opportunity for officers to attend a top university while remaining on active duty status. Once a year, a military personnel message (MILPER) is generated for officers to apply to a graduate program with a limited tuition cap of \$15,000/year. The application deadline is found within the same message. A board of senior Army Medical Department officers and civilians will then review each packet for completeness, pre-requisites, undergraduate grade point average (GPA), Graduate Record Examination (GRE) or Graduate Management Admission Test (GMAT) scores, consultant endorsements, and program options.

In the LTHET application, qualified officers are allowed to request two different programs; a first and second choice. For example, an officer could apply for the Homeland Security Master's degree program as their first choice and the Army-Baylor Master's degree in Health Administration as their second. The board will review all applications for Homeland Security and rank order each applicant. If six officers applied for two seats, only two will be accepted. The other four will be considered for their second choice.

All applicants must take the standardized tests, GRE or GMAT, regardless of university requirements. The test score cannot be older than five years from the projected date of admission. Statistically, the GRE or GMAT score is the best indicator of success in a graduate program; therefore, these tests must be taken seriously by studying appropriately and meeting the required benchmark.

All applicants must have a complete packet to include: Department of Army (DA) Form 3838; official DA photo on record, official transcripts and an endorsement letter from the respective consultant by the deadline date. Other requirements will be stated in the MILPER message, as appropriate.



ALL LTHET programs may require a specific utilization tour. Applying officers should discuss possible utilization tours with their consultants and assignment officers before starting the program.

Active duty service obligation (ADSO)'s will vary depending on the type of program and the length (in months or years) of the program.

## Opportunities in the Medical Service Corps

If you are interested in the Medical Service Corps (MSC), contact a local Army Recruiter or find one at [www.healthcare.goarmy.com](http://www.healthcare.goarmy.com). Members of the public with questions about Army Medical Department headquarters should contact the MEDCOM Assistance Group at: [www.armymedicine.army.mil](http://www.armymedicine.army.mil) website.

### Medical Service Corps Benefits

Officers in the Medical Service Corps are eligible for a comprehensive benefits package including:

- 30 paid vacation days earned annually
- Maternity and Paternity leave
- Tax deferred investment plan
- Employer funded retirement after 20 years of qualifying service

### Possible Location of Service

In support of Army Medicine's readiness and health missions, the Medical Service Corps officers serve in a variety of settings supporting our war-fighters in overseas contingency operations and leading the Nation in health.

We strengthen the health of our Nation by improving the health of the Army. We provide global support from combat operations to humanitarian assistance and disaster relief missions in places as far reaching as Africa, Haiti, Southeast Asia, Central & South America and the Caribbean. We also have medical treatment facilities providing care to Soldiers and their families at:

- Combat Support Hospital
- Army Medical Centers
- Army Community Hospitals
- Army Health Clinics
- Joint Task Force Medical Elements
- Army Battalion Aid Stations
- Research Centers and Laboratories
- Patients Centered Medical Homes

**Several locations of service throughout the United States and Overseas include:**

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Alabama</li> <li>• Alaska</li> <li>• Arizona</li> <li>• California</li> <li>• Colorado</li> <li>• Florida</li> <li>• Georgia</li> <li>• Hawaii</li> <li>• Kansas</li> <li>• Kentucky</li> <li>• Louisiana</li> <li>• Maryland</li> </ul> | <ul style="list-style-type: none"> <li>• Missouri</li> <li>• New Mexico</li> <li>• New York</li> <li>• North Carolina</li> <li>• Oklahoma</li> <li>• Pennsylvania</li> <li>• South Carolina</li> <li>• Texas</li> <li>• Virginia</li> <li>• Washington D.C.</li> <li>• Washington</li> <li>• Japan</li> </ul> |
|---|---|



## Human Resources Command Information

ACTIVE DUTY ASSIGNMENT OFFICE	TELEPHONE NUMBER
Branch Chief/All Colonel Positions	(502) 613-6526
Deputy Branch Chief	(502) 613-6519
70A/70F and USAREC	(502) 613-6513
71A/B/E/F, 67E/F/G, Acquisition Officers	(502) 613-6521
70H/70E	(502) 613-6511
67J/70D/AC/RC and Project Warrior	(502) 613-6518
72A/B/C/D/E, 73A/B	(502) 613-6524
70C/70K/WO 670A	(502) 613-6516
1LT (P) AND CPTs 70B/05A CO Command	(502) 613-6512
ALL Active Duty LT 70B	(502) 613-6517
<b>RESERVE ASSIGNMENT OFFICE</b>	
LTC AGR; LTC & COL IRR & IMA	(502) 613-6525
MAJ AGR, IRR & IMA	(502) 613-6510
2LT-CPT: AGR, IRR & IMA	(502) 613-6509
ALL AGR, IRR, and IMA	(502) 613-6503
<b>HUMAN RESOURCES ASSISTANT</b>	
70A/C/D/E/F/H/K, 67J, AND WO 670A (AD)	(502) 613-6514
71A/B/E/F, 67E/F/G, 72A-E and 73A-B (AD)	(502) 613-6522
70B (Active Duty Only)	(502) 613-6515
ALL – AGR, IRR, IMA & TPU	(502) 613-6523
All MSC TPU Officers	<a href="mailto:arcd.hq.ops.cmo@usar.army.mil">arcd.hq.ops.cmo@usar.army.mil</a> (404) 469-4849

DEPARTMENT OF THE ARMY  
 US ARMY HUMAN RESOURCES COMMAND  
 ATTN: AHRC-OPH-M  
 1600 SPEARHEAD DIVISION AVENUE DEPT #260  
 FORT KNOX, KY 40122-5206

OTHER INFORMATION	GENERAL
HRC Website	<a href="https://www.hrc.army.mil">https://www.hrc.army.mil</a>
MS Branch Website	<a href="https://www.hrc.army.mil/site/protect/branches/officer/health/medicalservices/index.htm">https://www.hrc.army.mil/site/protect/branches/officer/health/medicalservices/index.htm</a>
Medical Service Corps Home Page	<a href="http://medicalservicecorps.amedd.army.mil">http://medicalservicecorps.amedd.army.mil</a>
A Healthcare Recruiter:	<a href="http://www.goarmy.com/amedd.html">http://www.goarmy.com/amedd.html</a>
Accession Boards and Schools: AGR, IRR, IMA	(502) 613-6520

AGR: Army Guard Reserves  
 IRR: Individual Ready Reserves  
 IMA: Individual Mobilization Augmentee  
 TPU: Troop Program Units

AD: Active Duty  
 CO: Company

## Compensation and Benefits

Health care professionals who serve as officers in the U.S. Army Medical Department enjoy a wide range of opportunities and financial incentives. There are benefits, tangible and intangible, available to officers who choose to serve full-time in the Army. These benefits are also conferred upon those who choose to serve when needed and maintain careers in their communities as part of the Reserve Component.

Active Army professionals are members of a multidisciplinary team focused on providing the best health care possible. Here, healthcare providers are focused on providing healthcare and focus less on running a practice, hiring employees, processing insurance, purchasing equipment, stockpiling supplies, or paying mal-

practice insurance.

You will also have opportunities to develop even more specialized skills than those you already have. From continuing education courses and seminars to clinical research and teaching, you will be able to enhance your level of expertise.

Plus, the U.S. Army offers scholarships and student loan repayment assistance to students and recent graduates in many health care fields.

You have many career options. Learn more about the benefits that come with serving your country.

### Thrift Savings Plan (TSP)

The Thrift Savings Plan (TSP) is a Federal Government-sponsored retirement savings and investment plan. The National Defense Authorization Act for Fiscal Year 2001 extended participation in the TSP, which was originally only for Federal civilian employees, to members



of the uniformed services, and members began enrolling on 9 October 2001.

The TSP offers the same type of savings and tax benefits that many private corporations offer their employees under so-called "401(k)" plans. The retirement income that you receive from your TSP account will depend on how much you have contributed to your account during your working years and the earnings on those contributions. For more information on the TSP, visit the official TSP website at [www.tsp.gov](http://www.tsp.gov).

It is important to remember the TSP is for long-term retirement savings. There are penalties for early withdrawals. So if you are seeking short-term saving options, consider U.S. Savings Bonds. They are a convenient way to help save for homes, education, automobiles, or vacations.

#### **Post 9/11 GI Bill**

The Post-9/11 GI Bill was created by law in July of 2008. The Post 9/11 GI Bill provides educational benefits for service-members who have served on active duty for 90 or more days since 10 September 2001. These benefits are tiered based on the number of days served on active duty, creating a benefit package that gives current and previously activated National Guard and Reserve members the same benefits as active duty service-members. The education benefits include up to 100% Tuition and Fee Coverage, a monthly living (housing) stipend, up to \$1,000 a year for books and supplies, a onetime relocation allowance, the option to transfer benefits to family members and other benefits.

Benefit Transferability-Post 9/11 GI Bill:



The Department of Defense is authorized to allow individuals who, on or after 1 August 2009, have served at least 6 years in the Armed Forces and who agree to serve at least another 4 years in the Armed Forces to transfer unused entitlement to their spouse or dependents. The Department of Defense may, by regulation, impose additional eligibility requirements.

#### **Leave Benefits**

Time away from duties and training is critical for the continued well-being of Soldiers. The Army provides a number of benefits that provide Soldiers with the opportunity to have time away from their jobs. Active duty Soldiers are eligible to participate in various leave programs.

Active duty Soldiers earn 2.5 days of annual leave (paid vacation) for each month of service, for a total of 30 days per year.

#### **Housing Benefits**

The Army also provides allowances to offset the cost of living. These allowances are monies provided for specific needs, such as food or housing when the government does not provide for that specific need. Most allowances are not

taxable, which is an additional imbedded benefit of military pay; however, base salary is taxable. In general, active duty officers and enlisted Soldiers are eligible for some degree of the allowances stated.

**Basic Allowance for Housing (BAH):** BAH offsets the cost of housing when Soldiers live off base. The intent of BAH is to provide uniformed service members accurate and equitable housing compensation based on housing costs in local civilian housing markets, and is payable when government quarters are not provided. The BAH rates are based on the Soldiers' geographic duty location, pay grade, and dependency status. BAH is the second-largest piece of compensation for most Soldiers.

**Overseas Housing Allowance (OHA):** OHA is used to compensate members for the majority of housing expenses incurred while stationed overseas. Allowance rates are periodically updated based on new cost data and review of currency fluctuations. OHA is comprised of three components:

**Basic Allowance for Subsistence (BAS):** The Basic Allowance for Subsistence (BAS) is used to pay for food for Enlisted Soldiers and Officers. For officers the BAS is the same across the board and within a few hundred dollars

**Clothing Allowance:** Officers are entitled to an initial uniform allowance. Officers get a one time payment of \$400 after commissioning to buy uniforms and insignia.

**Cost of Living Allowance (COLA):** Soldiers assigned to high-cost

locations in the continental U.S. or a tour of duty outside the continental United States are paid a Cost of Living Allowance. This allowance is intended to offset the higher costs of food, transportation, clothing, and other non-housing items. COLA rates are based on the Soldiers' rank, duty location, and dependent status. Unlike other allowances, COLA is considered taxable; however, an additional amount is included to cover the average tax rate.

### **Managed-Care Health Insurance**

The Managed-care health insurance option is available to all eligible military beneficiaries that are not entitled to Medicare (age 65 or older) in the continental United States and Overseas. All Soldiers receive prime health care in military treatment facilities or from an equivalent managed-care group in the civilian sector. Active duty Soldiers and authorized Family members are eligible for TRICARE Prime coverage.

TRICARE covers eligible children until age 21. For TRICARE coverage beyond the age of 21, college students must be enrolled full-time at an accredited institution of higher education and the sponsor must provide more than 50% of the student's financial support up to the age of 23.

### **Servicemember Group Life Insurance (SGLI)**

Servicemembers' Group Life Insurance (SGLI) is a life insurance program for Soldiers and their Family members provided by the Department of Veterans Affairs. It is one of a number

of low cost insurance programs that were developed to provide insurance benefits for Soldiers who may not otherwise be eligible to receive insurance benefits from private companies due to risks involved in military service or a service connected disability.

Soldiers on Active Duty are eligible for full-time SGLI coverage. Coverage is in effect during a period of active duty service and for 120 days following separation or release.

SGLI coverage is available in \$50,000 increments up to the maximum of \$400,000. Soldiers are automatically covered for the maximum insurance amount unless they reduce or decline coverage in writing. Soldiers covered under SGLI are also covered under Servicemembers' Group Life Insurance Traumatic Injury Protection Program (TSGLI). The included TSGLI coverage will pay a benefit of between \$25,000 and \$100,000 depending on the loss directly resulting from the traumatic injury.

### **Retirement Benefits**

Officers who have completed 20 years of active service are eligible to receive Retired Pay at the end of their career in the Army. The Date of Initial Entry into Military Service (DIEMS) determines which of the three retirement systems an officer falls under. Retired Pay amount and requirements depend on whether an officer qualifies for active duty retired pay or non-regular retired pay (Reserve Component).

The active duty military retirement plan



is a defined benefit plan that is based on the Soldier's years of service (YOS) and the basic pay being earned near the end of the Soldier's career. To qualify for regular retirement, the Soldier must complete at least 20 years of active duty or equivalent. With retirement, the Soldier and dependents are eligible for medical care, post-exchange facilities and other benefits.

### **HEALTH PROFESSIONS SCHOLARSHIP PROGRAM (HPSP)**

The Army offers one of the most generous and comprehensive scholarships in the healthcare field. It is called the F. Edward Herbert Armed Forces Health Professions Scholarship Program (HPSP). Whether you want to become an Optometrist, Clinical Psychologist, or other medical professional; you could earn a full-tuition scholarship with a monthly stipend through the Army's HPSP, if you qualify. To be eligible, you must be a citizen of the United States; be enrolled in or have a letter of acceptance to an accredited graduate program in the United States or Puerto Rico; meet eligibility criteria for appointment as a commissioned officer in the U.S. Army Reserve; and maintain full-time student status during the entire length of the program. You will incur a service obligation that will be served

# Breakdown of Army Benefits

## ACTIVE AMEDD BENEFITS

- Training to become a leader among your peers
- Paid continuing education, including clinical specialization courses
- Travel opportunities, including humanitarian missions around the world
- No-cost or low-cost medical and dental care for you and your family
- Noncontributory retirement benefits with 20 years of qualifying service
- 30 days of paid vacation earned annually
- No premiums for malpractice insurance
- Rank and privileges of an officer in the U.S. Army
- Commissary and post exchange shopping privileges
- A flexible, portable retirement savings and investment plan similar to a 401(k)

## RESERVE AMEDD BENEFITS

- Paid continuing education, including specialized training courses
- Training to become a leader among your peers
- Travel opportunities, including humanitarian missions
- Low-cost life and dental insurance
- Noncontributory retirement benefits at age 60 with 20 years of qualifying service
- Networking opportunities
- Rank and privileges of an officer in the U.S. Army
- Commissary and post exchange shopping privileges
- A flexible, portable retirement savings and investment plan similar to a 401(k)

consecutively. For example, a student who had a 4-year Reserve Officer Training Corps (ROTC) scholarship and accepts a 3-year HPSP will serve for 7 years on active duty. The first 4 years will count towards repaying the ROTC obligation, and the last 3 years count toward repaying the HPSP obligation. Once you graduate, you will become a member of one of the most

comprehensive and dynamic healthcare organization in the world—The U.S. Army Medical Department.

## ACTIVE DUTY HEALTH PROFESSION LOAN REPAYMENT PROGRAM (ADHPLRP)

The Army also offers ADHPLRP for direct accession and/or as a retention incentive to maintain adequate numbers of com-

missioned officers on active duty who are qualified in the various health professions. Up to \$40,000 (pre-tax) per year in loan repayment funding for qualified educational loans is available for each selected eligible applicant, for a contract period of up to three years. Participants will incur an active duty service obligation (ADSO) of a minimum of two years consecutively from other obligations, not concurrently, with any other active duty service obligation. Up to 100 officers may be selected to receive loan repayment under this program. If more than 100 applicants are received, then Human Resources Command, Health Services Division, will apply the Office of the Surgeon General guidance to determine an order of merit list (OML). Officers considered ineligible to apply for or receive retention benefit through ADHPLRP include: current and former Health Professions Scholarship Program (HPSP) or financial assistance program (FAP) recipients who received full (4 year) scholarship, participants in Reserve incentive programs and graduates of Uniformed Services University of Health Sciences (USUHS). The maximum award amount is prescribed annually by the Secretary of Defense, and therefore, may change depending on fiscal uncertainty.

#### **MEDICAL SERVICE CORPS SPECIAL PAY**

**Optometry Retention Bonus (ORB)** is a discretionary pay given to Medical Service Corps officers who are licensed Optometry Officers serving on active duty for periods of at least 2 years.

**Pharmacy Officer Special Pay (POSP)** is a discretionary pay given to Medical Service Corps officers who are licensed Pharmacy

Officers serving on active duty for periods of at least 2 years. The annual rate is established as a flat rate regardless of creditable service. The POSP is paid as an annual lump sum and is taxable in the tax year payment.

**Licensed Clinical Psychologist Incentive Pay (IP)** is a discretionary pay given to Medical Service Corps officers who are licensed Clinical Psychologists serving on active duty for periods of at least 1 year.

**Licensed Clinical Psychologist Retention Bonus (RB)** is a discretionary pay given to Medical Service Corps officers who are licensed Clinical Psychologists serving on active duty for periods of at least 2, 3, or 4 years.

**Non-Physician Health Care Provider Board Certified Pay (NPBCP)** is a discretionary pay not an entitlement, paid to Medical Service Corps officers who have a post baccalaureate degree in the providers' specialty and certified by a professional board. Several specialties include: Audiologist/Speech Pathologist, Clinical Psychologist, Optometrist, Pharmacist, Podiatrist, Nuclear Medicine, and Social Work officers. The amount is determined by years of credible service and is paid monthly. Providers must submit evidence of re-certification in order to continue receiving NPBCP.



## Medical Service Corps' Strategic Plan

Annually, the Corps Chief assembles a team of MSC Leaders at a Strategic Planning Conference. The most recent team consisted of our Assistant Corps Chiefs (ACC), Area of Concentration (AOC) Consultants, HRC MSC Branch Chief, incoming AMEDD Personnel Proponent Directorate (APPD) Director, AMEDD Recruiting Brigade Commander, OTSG/MEDCOM Human Resource Director/G1, senior Army Reserve and National Guard representatives, the Corps Specific Branch Proponent Officer (CSBPO) and the Deputy Corps Chief. The objective of the conference was to update the MSC Strategic Plan. The outcome of the three-day facilitated workshop yielded a revised MSC Mission Statement, Vision, Strategy Map and Balanced Scorecard. While many changes were made, our five strategic themes remained intact as they continue to accurately reflect the overall focus and direction for the MSC. The Strategy Map illustrates the updated mission, vision, retained themes and nine refined strategic objectives developed by the working group.

The MSC Strategic Plan has nine (9) strategic objectives. We will focus on these strategic objectives during the next 3-5 years:

### Strategic Objectives

**1. Develop and Field Highly Competent Leaders.** Improve the Corps' support to Army Medicine's talent management by providing properly developed leaders at the right time.

**2. Improve Officer Satisfaction/ Retention in the Corps.** Improve MSC Officer and Family Member satisfaction by understanding, managing and exceeding their expectations.

**3. Enhance A Culture of Innovation and Best Practices.** Implement best practices and increase the body of knowledge.

**4. Improve Internal and External Communication.** Communicate the wins to our Customers and Stakeholders. Leverage existing communication platforms to increase the sharing of information and create a two way flow of dialog.

**5. Improve MSC Strategic Leader Development.** Optimize strategic planning and leader development by involving and engaging MSC Officers at all ranks.

**6. Improve Recruiting of Quality MSC Officers.** Support the recruitment of quality MSC professionals with a propensity to serve through aggressive, responsive and criteria-based accession incentives benefits and other initiatives.

**7. Improve Training and Development.** Improve and increase opportunities for education, training and professional development to groom our Officers.

**8. Improve Mentorship.** Mentorship is essential for MSC Officers. Effective mentorship can positively increase the level of competency of our Officers and improve satisfaction in the Corps.

**9. Optimize Resources.** Appropriately leverage the talents, skills, knowledge and experiences of MSC Officers to effectively distribute our people.

There were 38 separate initiatives

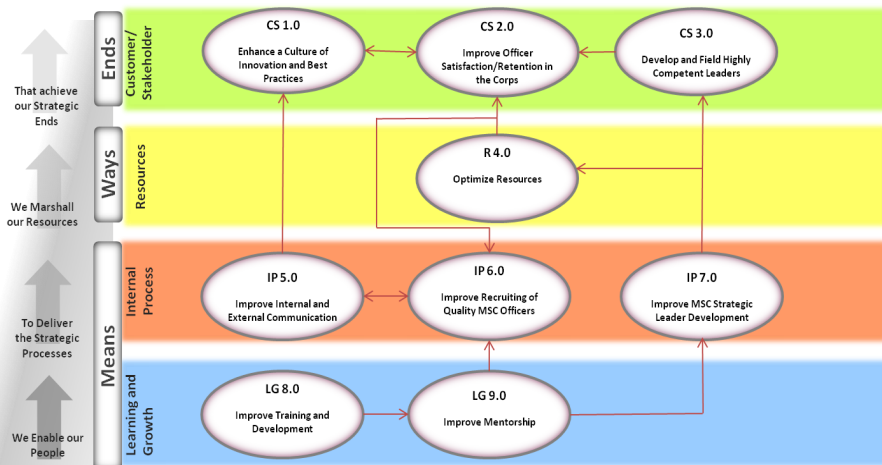
# Medical Service Corps Strategy Map



**Mission:** Provide uniquely qualified administrative, clinical, and scientific Leaders to best enable Army Medicine.

**Vision:** To be Premier Corps by Optimizing Military Health 2020 and Beyond.

<b>AM 2020 CP LOEs:</b>	<b>Create Capacity</b>	<b>Enhance Diplomacy</b>	<b>Improve Stamina</b>	<b>Develop Leaders &amp; Organizations</b>
<b>TSG's Priorities</b>	<b>Combat Casualty Care</b>	<b>Readiness &amp; Health of the Force</b>	<b>Ready &amp; Deployable Medical Force</b>	<b>Health of Families &amp; Retirees</b>



December 2013

developed to support these nine strategic objectives. These initiatives have been defined, benchmarked and have metrics associated with them to track progress. The Corps' action officers are providing information on a quarterly basis to the Corps Chief. You may view the MSC Balanced Scorecard for details on each of the nine strategic objectives and 38 initiatives at the following link: <https://www.us.army.mil/suite/doc/38525771>

Our Corps Chief (BG Dennis D. Doyle) has also published and shared his priorities as the Chief of the MSC with the entire Corps at various venues to include Defense Connect OnLine (DCO) meetings, Twitter, Facebook, and Milsuite. These priorities are aligned with the Army Chief

of Staff (CSA) and Army Surgeon General's strategic plans and vision. In order for the MSC to be successful and relevant, a renewed focus on these three areas is critical.

## Chief of the Medical Service Corps Priorities

### **Support the AMEDD and Army 2020 Transformation.**

Provide trained, equipped and ready MSC Soldiers to support our Army – from point of injury through rehabilitative care leading to reintegration back into the force or transition as Veterans.

**Develop Strategic Leaders.** Develop leaders who are adaptive and capable of leading at all levels of command and staff within our Army and our AMEDD.

## Reinforce the Profession of Arms.

Ensure the professional development programs critical to the sustinment of our high quality force; foster MSC Soldiers committed to the Army Profession.

The diversity of our Corps uniquely positions us to make significant contributions to the operational and generating forces of the Army and Army Medicine as a whole. Our strategy is to maintain the things we do best, increase leader development opportunities, improve communication synchronization, leverage opportunities in both military and civilian education, and recognize the value of our people. We have a tremendous legacy on which to build upon and the future of our Corps is bright.

***"I am deeply honored to serve you as the Chief of the 'best and most powerful Corps in the world!' The AMEDD and the Army rely on us every day."***

Brigadier General Dennis D. Doyle,  
17th Chief, U.S. Army  
Medical Service Corps



## Healthcare Administrator 70A

Healthcare Administrators (HCA) are responsible for providing health care management and leadership to the Army's health care facilities. As an officer, you'll have the opportunity to enhance your skills in one of the world's largest health care organizations. Health care administrators serve in a variety of critical roles throughout the entire spectrum of military health care, as they plan, direct, manage, support and lead healthcare organizations. Typical assignments range from health care management positions in garrison-based medical and dental facilities, serving as department administrators, Business Operations managers, or Deputy Commanders for Administration (DCA), to positions in the Operational Force as Executive Officers or Deputy Commanders for Administration, serving worldwide. There are also many immaterial positions to include Inspector General, Commander, and policy positions serving in major Army commands.

### JOB DUTIES

- Coordinates care delivered by the health care consortium to include Army, Navy, Air Force and U.S. VA Healthcare
- Advises commanders on health care delivery and the management of health care facilities
- Establishes and implements policies/procedures affecting the U.S. Army Medical Department and Military

### Health System

- Manage the clinical business processes to ensure the viability of a healthcare organization in both operational and institutional
- Participate at all levels of command in establishing and implementing policies and procedures affecting Army Medicine

### REQUIREMENTS

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course (BOLC) and Captain Career Course (CCC).
- Master's degree in Health Care Administration (CAHME accredited program) or Master's degree in Business Administration (AACSB accredited program)
- Minimum of 3 years experience in a fixed medical/dental facility or field activity
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

### KEY FACTS AND OPPORTUNITIES

- Fellowships and training with civilian industry, such as, fellowship with the American Hospital Association, RAND Corporation, Congressional Liaison, and Joint Internships
- Command at health clinics, medical centers, brigades, combat support hospitals, Joint staff or Chief of Staff
- Qualifying Master's degree in Health Care Administration or Health Service Administration Master's/ Doctor of Philosophy (PhD); Health Care Economics; operations research/systems analysis, and

### business administration

- U.S. Army Baylor University Program in Health Care Administration

### ASSIGNMENTS

- Many assignments worldwide to include: National Capital Military Medical Center (D.C.), Brooke Army Medical Center (San Antonio, TX); Madigan Army Medical Center (Washington); Landstuhl Regional Medical Center (Germany); etc.
- Other locations to include: Europe, Asia, outside the continental U.S to include Alaska, Hawaii, and Puerto Rico

## Health Services Administration 70B

Health Services Administration officers work at the operation level, plans, coordinates, monitors, evaluates and advises unit commanders and staff in both medical and non-medical areas of patient evacuation, treatment and tracking, preventive medicine, organizational administration, supply, training, operations, transportation, and maintenance. This is an entry level area of concentration and in six to eight years you will be reclassified into a more specific specialty prior to promotion to Major.

### JOB DUTIES

- Plan, coordinate and monitor the treatment of our patients
- Advise unit commanders/staff in medical/non-medical areas of patient evacuation, treatment and tracking
- Practice preventive medicine, organize administrative actions,

supply equipment, train staff and maintain equipment

## REQUIREMENTS

- Bachelor's degree
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## TRAINING

Job training for Medical Service Corps officers includes completing an Officer Basic Leadership Course; which introduces you to the Army Health Care system, Army doctrine and basic Soldier/leader skills.

## KEY FACTS AND OPPORTUNITIES

- Opportunities exist to reclassify for healthcare administration (70A), comptroller (70C), health services systems management (70D), patient administration (70E), human resources (70F), plans, operations, intelligence/security and training (70H), or medical logistics (70K) positions
- May attend military or civilian schools to attain a projected area of concentration
- Highly encouraged for officers to compete for and obtain the Expert Field Medical, Airborne, and Air Assault badges and Ranger tab training and testing

## COMPENSATION

- Pay for continuing education
- Retirement benefits with 20 years of qualifying service

- Flexible and portable retirement savings and investment plan similar to a 401(k)

## EDUCATION BENEFITS

In the Army, qualified students can earn full-tuition, merit-based scholarships, allowances for books and fees, plus an annual stipend for living expenses. Learn more about educational opportunities at [www.goarmy.com/rotc](http://www.goarmy.com/rotc).

## Health Services Comptroller 70C

These officers provide a wide range of expertise for resource management to include financial, budgeting, programming, manpower management analysis, medical expenses reporting, commercial activities and internal control. They make extensive use of multiple financial databases, managed care reports and analyses. Logistical knowledge is necessary to generate data-driven recommendations for the Army Medical Department and must also be able to interpret fiscal law and comptroller general decisions.

## JOB DUTIES

- Prepares, consolidates, and analyzes financial data and management information systems
- Advises commanders on all aspects of the Planning, Programming, Budgeting, and Execution System processes
- Prepares and distributes reports and financial statement of status of funds, and budget purposes



- Develops and plans policies for effective and economical utilization of manpower resources
- Directs disbursement and receipt of Army Medical Department funds

## REQUIREMENTS

- Master's/PhD degree in Business Administration or related administrative areas from an accredited program
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## TRAINING

Job training for Medical Service Corps Officers includes completing an Officer Basic Leadership Course, which introduces you to the Army Health Care system, Army doctrine and basic Soldier/leader skills.

## KEY FACTS AND OPPORTUNITIES

- Earn a Master's degree at Syracuse University, Army Comptroller Program
- Defense Resource Management Course
- Professional Military Comptroller Course
- Financial Management Education Program

## COMPENSATION

In addition to the many privileges that come from being on the U.S. Army health care team, you'll also be rewarded with:

- Pay for continuing education
- Retirement benefits with 20 years of qualifying service

- Flexible, portable retirement savings and investment plan similar to a 401(k)

## Health Information Systems 70D

Health Services Information managers work in the area of health care information management. Develops strategy, policy, and plans for the development, implementation, operation, and evaluation of clinical/patient oriented information systems and the administration of support for medical information systems. Leads the role in improving clinical and administrative processes to achieve business objectives and organizational strategy for information management. Provides consultative services and detailed technical analysis on planning, development, implementing, operating, maintaining, securing, and disposing of information systems and networks at medical activities.

## JOB DUTIES

- Advises commanders as a health care information management officer; health services systems analyst; clinical systems, and clinical informatics
- Establishes and implements policies/procedures affecting the U.S. Army Medical Department and Military Health System
- Integrates telecommunications, automation, visual information, and printing equipment in support of individual or multiple medical

treatment facilities and biomedical research laboratories

- Enables efficient, effective, and innovative information technology across the Army Medical Department, The Military Health System, and in partnership with the federal and private sector in peace and in war

## **REQUIREMENTS**

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course and Captain Career Course
- Complete the Medical Information Management Course
- Complete an internship program under the supervision of a senior health services information manager
- Must possess a Bachelor's degree.
- Permanent U.S. residency

## **KEY FACTS AND OPPORTUNITIES**

- Civilian graduate-level degree programs (Master's or Doctoral) in information management
- Doctoral degree in information management, information technology management, and operational research/systems analysis

records management, inpatient and outpatient coding, billing and collections, patient movement, patient privacy, line of duty processing, and the Integrated Disability Evaluation System (IDES). Patient Administrators advise unit commanders on issues pertaining to Soldier medical readiness and serve as the principal advisor to hospital commanders and leadership in both the field and fixed settings on all matters related to this service.

## **JOB DUTIES**

- Provides patient accountability, admission and disposition services, patient registration, birth registrations, Decedent Affairs services, Line of Duty initiation
- Provides outpatient and inpatient coding services
- Manages both paper-based and electronic health records
- Administers the hospital's Privacy program, ensures proper release of medical information
- Coordinates closely with units, the Veteran's Administration, Soldiers, the Physical Disability Agency, and other hospital staff in the administration of the Physical Disability Evaluation System
- Serves as an integral partner in the tracking and movement of patients from theater as well as within CONUS for all movement that requires support from the Global Patient Movement Requirement Center
- Serves as the Medical Regulating Officer (MRO) in a theater of operations

# **Patient Administration**

## **70E**

Patient Administrators plan, organize, and direct services that support hospital operations in a variety of military health care settings. Patient Administration is a core component of a hospital's infrastructure for patient accountability, medical

- Manages the Uniform Business Office of the hospital to ensure accurate billing and collections, as well as maintenance of the Patient Trust Fund and Treasury office
- Serves as committee chairman for the Record of Care Functional Management Team for Joint Commission purposes and ensures all Joint Commission standards related to Patient Administration are met

## REQUIREMENTS

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course and Captain Career Course
- Successfully completed the Army Medical Department Patient Administration Course
- Bachelor's degree in Health Care science
- Minimum of 3 years experience in a fixed medical/dental facility or field activity
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## KEY FACTS AND OPPORTUNITIES

- Master's degree at the University of Pittsburgh Program in Health Information System or U.S. Army-Baylor University Program in Health and Business Administration
- Established programs in Health Information Systems prepares professionals responsible for the development and management of health information systems consistent with the clinical, fiscal, administrative, ethical

and legal requirements of health care institutions

- Other training opportunities available include inspector general, federal health care executives, operation research/systems analysis, civilian personnel management, medical information management, project management course, functional proponent course, emergency management, and the joint medical planner course

## ASSIGNMENTS

Many assignments worldwide to include: Medical Centers, Medical Activities, Medical Brigades, Combat Support Hospitals, the Army Medical Department Center and School, Patient Administration Systems and Biostatistics Activity, Regional Medical commands, and the U.S. Army Medical Command.

# Human Resources 70F

Health Services Human Resources Administrators are responsible for all aspects of health services human resources management to include matters/policies pertaining to all assigned military personnel, Department of Defense civilian personnel, and contractors. Plans, develops, and directs human resources systems that support and implement programs concerning the components of the human resources management life cycle to include management, accessions, personnel operations, personnel requisitioning, casualty reporting, awards, promotions and reductions, classification and

reclassifications, assignments, finance and special pays, evaluation reports, reenlistment, elimination and separation.

## **JOB DUTIES**

- Manages the activities of personnel operational elements providing support to organizations, headquarters, and individuals
- Trains military and civilian personnel in personnel services support and organizational administration
- Plans, develops, and direct administrative management activities and services in medical organization, which include distribution, publications, correspondence, record and file management, and desktop publishing
- Manage the human capital distribution plan and business strategy for the future of the Army Medical Department
- Participate at all levels of command in establishing and implementing policies and procedures affecting Army Medicine

## **REQUIREMENTS**

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course and Captain Career Course
- Must have successfully completed the Army Medical Department Human Resources Manager Course
- Minimum of 3 years experience in a fixed medical/dental facility or field activity
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## **KEY FACTS AND OPPORTUNITIES**

- Apply for the opportunity to serve as an intern in The Office of the Surgeon General or the Army Medical Department Personnel Proponency Directorate (APPD), or an opportunity to take part in a Training with Industry (TWI) experience
- Positions as adjutant (apprentice), director, general staff, human resources officers, career manager, troop commander, and health service recruiter
- Director of Human Resources, Office of the Surgeon General
- Qualifying civilian-funding education for Master's degree in Human Resources Management, labor relations, international business, organizational behavior, marketing, education, health care administration, and operational research and systems analysis

## **ASSIGNMENTS**

Many assignments worldwide to include:

- National Capital Military Medical Center (Washington, D.C.)
- Brooke Army Medical Center (San Antonio, TX)
- Madigan Army Medical Center (Washington)
- Tripler Army Medical Center (Hawaii)
- Landstuhl Regional Medical Center (Germany)

## **Medical Plans, Operations, Intelligence, Security, and Training 70H**

A Medical Operations Officer plans and directs the activities of the field and institutional medical operations. These Medical Officers coordinate staff functions pertaining to health services plans, operations, intelligence, security and training. In addition, these officers direct and exercise staff supervision of units engaged in production, acquisition, storage, and distribution of medical equipment, repair parts, and supplies. The Medical Operations Officer also serves as an advisor to commanders and their staffs on the subject of supporting Health Services operations.

### **JOB DUTIES**

- Coordinates plans, operations, intelligence, security and training at various level of field and medical operations
- Numerous assignments with duties as Chief of Staff or assistant, medical planner, special forces group, training operations research analyst, and executive officers at all levels of echelon for the Army Medical Department
- Establishes and consults with commanders as a medical planner and plans/training officer
- Manage as a force health protection officer at various joint Department of Defense assignments
- Participate at all levels of command

in establishing and implementing policies and procedures affecting Army Medicine

### **REQUIREMENTS**

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course and Captain Career Course
- Bachelor's and Master's degree in Health Care Administration, or related field as officer moves into higher ranks, respectively
- Minimum of 3 years experience in a fixed medical/dental facility or field activity
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

### **KEY FACTS AND OPPORTUNITIES**

- Courses available to obtain skills in Strategic Intelligence, Operations Research/Systems Analysis and Training Development
- Opportunities for positions in Operational Research; Operational Management; Healthcare Planning; Health Care Policy and Management, International Policy; International Humanitarian Assistance; Government and International Public Administration; Homeland Security and Intelligence; Government with Homeland Security Concentration; National Security; Emergency Management and Disaster Preparedness
- Qualifying master's degree offered for Army and civilian programs, for Health Care Education Administration; Health Care Technology;

Master's in Public Health; and History of Military Medicine from school of choice (SOC)

- Opportunities for assignments worldwide to include National Capital Region, Washington State, Hawaii, Alaska, Puerto Rico, Europe (Germany, Belgium), Korea, Japan, and Africa)
- Inter-Agency Institute for Health Care Executives post graduate seminar as a senior officer
- Medical Planner expert at various joint echelons of medical care in the theater combat medical system

## Medical Logistics 70K

Health Services Materiel Officers plan, coordinates, controls and manages the functional areas pertaining to the highly specialized and technical materiel, facilities, and services utilized in support of the health care delivery system. Commands or exercises staff responsibility for units engaged in medical supply, medical facilities, medical maintenance, blood storage and distribution, optical fabrication and production and medical service operations and other logistical support.

### JOB DUTIES

- Plans and directs activities of personnel and units responsible for the receipt, storage, inventory management, and issue of all medical supplies
- Responsible for ensuring service support functions to include life-cycle facility management

- Directs and supervises collection, evacuation, and accountability for all classes of supply classified as salvage, surplus, abandoned, or uneconomically repairable
- Develop and plan policies for effective utilization and expenditures of materiel management
- Advises commanders on logistics and facility planning matters and unit mission capabilities
- Plans, directs, and implements the multifunctional areas of materiel management and their integration into overall Department of Defense logistics systems
- Engaged in production, acquisition, receipts, storage and preservation, issue and distribution of medical equipment, medical repair parts, and medical supplies
- A Health Facility Planner (70K9I) may be responsible for planning, programming, design management, design review, and construction management for health care facilities

### REQUIREMENTS

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course and Captain Career Course
- Successfully complete the Health Services Materiel Officers Course
- To hold a position as Lieutenant Colonel and Colonel level, should possess a Master's/PhD degree in a discipline related to business, logistics, acquisitions, technology management, supply chain management, clinical engineering,



health facility planning, architecture, mechanical/engineer, construction management, or health care administration

- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

#### KEY FACTS AND OPPORTUNITIES

- Numerous positions for all ranks to include chief of logistics, commander, medical logistics company, S-4, contracting officer, medical logistics programmer, medical logistics planner, medical logistics staff officer, hospital materiel officer, health facility planning officer
- Opportunities to complete short courses such as hospital medical logistics course and the systems course
- Certification for various specialized skills for acquisition logistics programs, contracting, program management, installation management, and health care facility
- Many assignments in the above listed positions to include Germany, Korea, Japan, Thailand, Saudi Arabia, Kenya, Hawaii, Alaska and Italy in addition to multiple CONUS assignments.



## Aeromedical Evacuation 67J

Serve as a specially trained aeromedical evacuation aviator in a variety of key positions. Pilots assigned to aircraft on aeromedical evacuation missions who supervise in-flight treatment to sustain human life and relieve suffering. Possess full knowledge of the Army Medical Department and aviation doctrine, organization, and equipment. Tactically employ medical aircraft, personnel, and equipment in support of land combat operations in varying tactical, terrain, and climatic environments using a variety of flying techniques and equipment. Serve in key aeromedical evacuation billets applying MEDEVAC operational expertise to staffing actions related to aeromedical evacuation.

#### JOB DUTIES

- Duties include Army Medical Department and aviation staff positions at various levels, service schools and or training centers, instructor, aviation maintenance and safety, research and development
- Plans and executes intra-theater tactical, operational, and strategic air medical evacuation within a theater of operations
- Supports aeromedical evacuation for joint coalition and allied partners, employees/contractors, interagency personnel, detainees, enemy prisoners of war and host nation, non-government organizations and military working dogs

- Executes emergency medical re-supply as well as homeland security medical evacuation support
- Executes advisory and consultant duties with Army aviation units, medical evacuation program management, and other roles, as required

## REQUIREMENTS

- Must possess a bachelor's degree from an accredited college/university in a discipline acceptable to The Surgeon General of the Army Medical Department
- Before awarding of the 67J AOC, must be a graduate of the Army Medical Department Basic Officer Leadership Course, Flight School XXI, and should complete the Army Medical Evacuation Doctrine Course (2C-F7 Course).
- Must successfully maintain qualifications for unrestricted utilization as an Aeromedical Evacuation Officer
- Officers must have successfully completed the Aviation Captain Career Course along with the AMEDD 67J Branch Training Course or the Army Medical Department Captain Career Course prior to promotion to MAJ
- To hold executive positions at the Lieutenant Colonel and Colonel levels, must have successfully completed the U.S. Army Intermediate Level Education or Command and General Staff Officer's Course (whichever is the contemporary term) and, later, a Senior Service College. Should possess a Masters degree from an accredited

program acceptable to The Surgeon General in a discipline related to one of the AOCs in the 70 MFA

- Various licensure requirements depending on the level of training/experience: Army Aviator; Senior Aviator; and Master Aviator
- Must be a permanent U.S. resident

## KEY FACTS AND OPPORTUNITIES

- Opportunities exist to apply for short courses in aviation safety, acquisition and aircraft maintenance
- Longer term schooling opportunities include: the School of Advanced Military Studies, Training with Industry, Master's degree programs in Aviation Management and Systems Safety, Acquisition, Public Administration, Strategic Studies, Defense Studies, Homeland Security, Program Management Maintenance, Aviation Research, Financing/Budgeting, Education, and Personnel Management
- Many operational and professional assignments around the world which include, but not limited to, the following:
  - Aeromedical Evacuation Consultant
  - Director, Medical Evacuation Propensity Directorate
  - Combat Aviation Brigade Executive Officer, Deputy Commander for Operations and Operations Officer
  - Aviation and Army Medical Department Battalion Commander
  - Aviation and Army Medical Department Battalion Executive

and Operations Officer

- Various Command opportunities (AMEDD Recruiting, Training CO/BN/BDE, Clinics & Hospitals and Warrior Transition Battalion (MAJ/LTC/COL level through BDE)
- Commander, Air Ambulance Unit
- Platoon/Section Leader, Air Ambulance Unit
- Aeromedical Evacuation Staff Officer at all levels
- Aeromedical Operations Officer
- Medical Aviation Research and Development Staff Officer
- Safety, research and development
- Advisory duty with Reserve Component Aviation units

#### **ASSIGNMENTS**

Assignments include but are not limited to Hawaii, Alaska, Honduras, Germany, Saudi Arabia, Japan and the Republic of Korea.

## **Medical Maintenance 670A**

Health Services Maintenance Technicians are specialty trained warrant officers in the Army Medical Department (AMEDD). This is the only single tracked specialty-trained clinical engineer warrant officer performing life cycle management of highly specialized medical equipment and medical equipment systems; including skill, knowledge and abilities to manage Defense Acquisition System activities and sustainment programs for the readiness of medical equipment and related information systems. Responsible for the maintenance management requirements and execution for both the operational

and institutional medical activities. These officers supervise the technical and tactical performance of the biomedical equipment specialist, the Property Book office, Capital Expense Program, medical supply specialist, Department of the Army Civilians and contractors. They provide guidance and technical expertise to the commander and staff on all issues concerning medical equipment lifecycle management.

#### **JOB DUTIES**

- Principle equipment and technology manager for medical maintenance and property management for both fixed and field medical facilities
- Responsible for ensuring service support functions to include life-cycle medical maintenance management
- Supervises the technical and tactical performance of a myriad of enlisted medical maintenance skills (MOSs)
- Participates in the process of procuring medical equipment and serves as a technical consultant to the hospital staff for maintenance and procurement matters
- Trains hospital staff in the proper care and operator maintenance of medical equipment
- Teach, coach and mentor staff in the proper care, use and operator maintenance of medical equipment and medical systems

#### **REQUIREMENTS**

- Must meet general eligibility requirements of AR 135-100
- Must be a Sergeant in a promotable status/E-5 (Promotable) or above

- Must hold military occupation skill 68A (Biomedical Equipment Specialist) or equipment)
- Must have 6 college level English credits
- Must have 6 college level Computer Science or Information Technology Credits
- Must have an accredited associate's degree in technology business and/or management accepted by the Surgeon General
- Must have GT score of 110 or higher
- Active/Guard/Reserve Army, Air Force, and Navy enlisted personnel, must currently hold or have held the primary military occupational specialty for 68A (medical equipment repairer) or equivalent training, have completed the Warrior Leaders Course (WLC) or Primary Leadership Development Course (PLDC) and the Advanced Leader Course (ALC) or Basic Noncommissioned Officers Course (BNCOC) for 68CMF and have a minimum of 48 months experience in the 68A field, with a minimum of 12 months serving in a supervisory capacity (shop foreman/team leader/NCOIC)
- Must have less than 12 years active duty military service (may request a waiver)
- Must be E-5 (P) for Air Force and Navy applicants; this means individual must be officially listed on the E-6 promotion list
- Letter of Recommendation from a senior Health Service Maintenance Technician
- Permanent U.S. residency

## KEY FACTS AND OPPORTUNITIES

- Opportunities to complete short courses for various maintenance refresher course
- Long Term Health Education Training (LTHET) school of choice Master's degree programs in Clinical Biomedical Engineering; Business Administration/Technology Management, Health Care Administration from the Army-Baylor program, and programs available in the same disciplines at the Baccalaureate level; U.S. Army Medical Logistics Management and Health Facility Planning
- Opportunities to obtain professional certification in one of the following areas relevant to medical equipment and technology management: Certified Biomedical Equipment Technician (CBET); Certified Radiology Equipment Specialist (CRES); Certified Laboratory Equipment Specialist (CLES); Project Management Professional (PMP); Certified Radiology Equipment Specialist (CRES); and Clinical Engineer
- Many assignments in the above listed positions include Germany, Korea, Japan, Thailand, Saudi Arabia, Kenya, Hawaii, Alaska and Italy in addition to multiple CONUS assignments.



# Microbiology

## 71A

Microbiologists are responsible for the planning, resourcing, execution and/or acquisition of clinical laboratory testing or medical research and development consistent with unit mission. These officers supervise test, provide consultation and expert advice, and manage laboratory operations. They provide many interesting duties Army-wide to include both medical and non-medical; with a primary focus on the prevention, detection, diagnosis and/or treatment of infectious disease threats to our Armed Forces.

### JOB DUTIES

- Many assignments worldwide to include section, branch, department, or division chiefs at clinical and medical research laboratory where the specialty of microbiology, virology, bacteriology, parasitology, immunology or molecular biology is required
- Developmental leadership from staff scientist to chief of area medical laboratory, project manager, laboratory director, medical center director, deputy commander and command
- Supervise tests, provides expert consultation advice and conducts research

### REQUIREMENTS

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course—an entry level

course to learn about the Army Health Care System, Army doctrine and basic Soldier/leader skills

- Master's degree in microbiology or related field from an accredited program
- Clinical/diagnosis positions, the American Board of Medical Microbiology (PhD level) and the Board of the National Registry of Microbiologists (MS level) or American Society of Clinical Pathology (MS level) are recommended, but not required
- Evidence of continuing education through course work, seminars, workshop, and attendance at professional meetings
- Some key positions are restricted to a PhD and master's degree in science, therefore, required to complete a PhD program for successful career progression
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

### KEY FACTS AND OPPORTUNITIES

- Opportunities to complete short courses such as, Annual Medical Laboratory Sciences; continuing medical education conferences from various associations to include American Society for Microbiology, American Society of Tropical Medicine and Hygiene, and Infection Diseases Society of America
- Many opportunities to be the principal investigator for research on the field of microbiology
- Acquisition training leading to management, development or

acquisition assignments pertinent to microbiology

- Many assignments worldwide to include Kenya, Thailand, Japan, Germany, Korea, Guam, Puerto Rico, and throughout the U.S.

## Biochemistry 71B

Biochemists and Physiologists are responsible for the planning and execution of clinical laboratory testing, medical research and development, forensic toxicology and drug testing. Individuals in this AOC may be specialized in chemistry and biochemistry disciplines, physiology, toxicology, or research pharmacology.

### JOB DUTIES

- Assignments worldwide to include section, branch, department, or division chiefs at various medical centers and community hospitals, research laboratories, advanced product development groups, forensic drug testing laboratories, and in the deployed environment
- Developmental leadership positions from staff scientist to commander of an area medical laboratory, project manager, laboratory commander, clinical laboratory center director, commander forensic toxicology drug laboratory
- Lead research projects, supervise scientific staff, conduct research in a wide array of areas in support of the war-fighter, provide expert consultation and advice on the conduct of research

- Provide leadership and subject matter expertise (SME) in clinical chemistry and reference chemistry; lead Core Laboratory Group in the clinical laboratory
- Lead Forensic toxicology drug testing laboratories and provide highly technical SME in forensic drug testing
- Serve as scientific SME for the DoD and other federal agencies

### REQUIREMENTS

- Biochemists or Toxicologists require a master's degree with specialization in biochemistry or other chemistry specialty
- To function as a physiologist, officers require a PhD in a physiological science specialty
- Some key positions require a PhD; therefore, 71Bs are strongly encouraged to complete a PhD program for successful career progression
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency is required
- The American Board of Clinical Chemistry and the National Registry in Clinical Chemistry are indicators of expertise in the area of clinical chemistry

### KEY FACTS AND OPPORTUNITIES

- Opportunities exist in basic and applied research programs and to serve as a principal investigator in an Army research laboratory. Some areas of study include biological and chemical defense, vaccine, therapeutic and diagnostic product



development, military operational medicine, environmental medicine (physiology), infectious disease research, and combat casualty care research

- Opportunities in lead clinical chemistry sections
- Opportunities in lead forensic drug testing laboratories
- Opportunities thru Long Term Health Education and Training (LTHET) to apply for a PhD program in biochemistry, pharmacology, physiology, molecular biology, toxicology, analytical and clinical chemistry, and medicinal chemistry
- May attend the Society of Armed Forces Medical Laboratory Sciences (Tri-Service) short course
- Various courses available through the American Society for Clinical Pathology, American Chemical Society, and the Federation of American Societies for Experimental Biology
- Fellowships in clinical pharmacology and clinical chemistry, and fellowships with the Food and Drug Administration (FDA)
- Many assignments worldwide to include Washington D.C., Boston, Germany, Japan, and Hawaii

fluids or other samples derived from the human body in order to aid in the diagnosis or treatment of diseases. These officers serve as laboratory managers and provide leadership, planning, execution, and quality management for clinical laboratories, blood banks, medical research facilities, and product development.

#### **JOB DUTIES**

- Officers provide testing supervision; diagnostic consultation and expert advice; conduct and direct research; and manage operations and resources to include fiscal and personal assets
- They ensure compliance with numerous federal regulatory requirements and national accreditation standards
- 71E's require extensive knowledge of CLIA/CLIP, FDA, OSHA, CDD, CAP, AABB, AATB, and TJC requirements and guidelines
- Many assignments worldwide to include section, branch, department, or division chiefs at various medical centers, community hospitals, clinics, and in the field, to include Combat Support Hospital laboratories and Blood Support Detachments
- Developmental leadership positions from Laboratory Section OIC, BSD Executive Officer, Assistant MEDCEN Laboratory Manager, MEDDAC laboratory manager, BSD Commander, Chief of MEDCEN Blood Services, Instructor AMEDDC&S, Lab Officer at DCDD or USAMMA, Chief of Laboratory Operations at a MEDCEN, Chief of Armed Services Blood Donor

## **Clinical Laboratory Services**

### **71E**

The Clinical Laboratory Officer is responsible for the operation of laboratories that conduct analysis of

Center, MLT Program Manager METC, Chair Diagnostics Department METC, Deputy Lab Program Manager MEDCOM, Director Center for Clinical Laboratory Medicine TMA, and Laboratory Program Manager

- Positions available in unified and joint operations assignments working with Army, Navy and Air Force, such as, Armed Services Blood Program, Center for Clinical Laboratory Medicine, Medical Education Training Command and others
- 71E's also serve in AOC immaterial positions at various levels to include Area Medical Laboratory, Program Manager, Executive Officer, Chief of Staff, Assignments Officer, Deputy Commander and Commander

## REQUIREMENTS

- A bachelor's degree from an accredited program acceptable to the Surgeon General
- Certification as a Medical Laboratory Scientist or Medical Technologist by an organization acceptable to the Surgeon General—currently the American Society of Clinical Pathology or American Medical Technologists
- Must be between 21 and 42 years of age (may request a waiver)

## KEY FACTS AND OPPORTUNITIES

- Opportunities to apply for Long Term Health Education Training (LTHET) in Clinical Laboratory Sciences (MS, PhD), Tri-Service Blood Bank Fellowship (MS), Health Information Technology (MS), or Microbiology (PhD and reclassifica-

tion to 71A)

- Attend the Annual Medical Laboratory Sciences (Tri-Service) short course (SAFMLS)
- Various training events available through Clinical Laboratory Management Association, American Society of Medical Technology, and the American Association of Blood Banks
- Opportunity to serve in positions of considerable authority and responsibility when compared to peers in civilian sector
- Variety of global assignments to include laboratory assignments in Hawaii, Korea, Germany, Afghanistan, Thailand, Kenya, and throughout the continental U.S.

## Army Blood Program 71E8T

The mission of the Army Blood Program is to provide quality blood support for Soldiers and their Families worldwide. The Army Blood Program collects, processes, and provides blood, plasma, and platelets for transfusion during peacetime and war at different military treatment facilities world-wide.

The program has ten (10) blood donor centers that collect from 100,000 donors per year. This is nearly half of the 225,000 units of blood, plasma, and platelets donated annually to the Department of Defense. Army donor centers ship nearly 50,000 units of red cells and frozen plasma to the Armed Services Whole Blood Processing Laboratories (ASWBPL) in support of Overseas Contingency Operations (OCO) each year. The

Army Blood Program's 28 FDA registered transfusion services provides about 40,000 of these blood products for patient care in our non-deployed hospitals each year.

The Army Blood Banks and Blood Donor Centers collect approximately 73,000 units of blood and transfused 32,500 units of blood annually. They also support shipping blood products to the combat theater of operations, to include packed red blood cells and frozen plasma. Maintaining quality and ensuring regulatory compliance is a key pillar of the program. The Army Blood Program conducts numerous internal audits at all levels to include local, regional, and program level. All facilities are inspected through external agencies such as the FDA and the American Association of Blood Banks (AABB). Additionally, the Army Blood Program provides guidance to the facilities regarding new procedures and industry requirements through program policy letters.

The Army Blood Program remains actively engaged in the research and advanced development of blood products and efforts to improve blood safety. National and International Blood Bank governing bodies have noted that the Army's Research and Development efforts in providing new blood products and improving blood safety are cutting edge and transformational for the industry. Recent research efforts led to the first new additive solution Additive Solution 7 (AS-7) approved by the U.S. Food and Drug Administration in 30 years which provides a fresher longer shelf-life for red blood cell products. Other efforts include

Pathogen Inactivation of Whole Blood, Rapid Transfusion Transmitted Disease Diagnostics, Freeze-Dried Plasma, and Cryo-Preserved Plasma.

The Army Blood Program also focuses on developing and mentoring Soldiers and civilian leadership. This is accomplished by attending professional conferences within the U.S. blood industry, and by participation in national committees. The Army Blood Program remains actively engaged in the advanced development of blood products and efforts to improve blood safety.

## Research Psychology 71F

Research Psychologists plan and execute programs of research to determine the effects of physiological, psychological, and social variables on the health and performance of military personnel and develop research-based programs and products to maximize the health, performance, and fitness of servicemembers.

### JOB DUTIES

- Conducts basic and applied research to promote psychological resilience, neurological functioning, and operational readiness in order to promote force health protection and readiness across the continuum of care
- Develops evidence-based strategies to diagnose, prevent, and mitigate the effects of psychological demands and other military stressors to enhance the health and well-being of service members
- Participates at all levels of command

in researching and implementing policies and procedures affecting DoD healthcare delivery

- Publishes research findings in peer reviewed academic journals
- Presents research findings at academic conferences/meetings and to DoD leadership
- Provides instruction on courses related to organizational management, research methods, and other areas of the social sciences

## REQUIREMENTS

- Possess a Doctorate in a Psychology discipline, or related behavioral science, with a strong research emphasis from an accredited university
- Must be a graduate of the Army Medical Department Basic Officer Leadership Course
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## KEY FACTS AND OPPORTUNITIES

Opportunities exist to apply for White House, Congressional, RAND Corp, and Pentagon fellowships and internships.

## ASSIGNMENTS

Walter Reed Army Institute of Research (Silver Spring, MD), U.S. Army Medical Research Unit – Europe (Sembach, Germany), Uniformed Services University of the Health Sciences (Bethesda, MD), U.S. Army Medical Research Institute of Chemical Defense (Aberdeen Proving Ground, MD), U.S. Army War College (Carlisle Barracks, PA), U.S. Army Aeromedical Research Laboratory (Ft.

Rucker, AL), U.S. Army Research Institute of Environmental Medicine (Natick, MA), U.S. Army Medical Research and Materiel Command (Ft. Detrick, MD), National Defense University (Washington, D.C.), U.S. Military Academy (West Point, NY), Pentagon (Washington, D.C.), U.S. Army Medical Research and Materiel Command (Ft. Detrick, MD), Army Capabilities Integration Center (Ft. Eustis, VA), US Army Institute of Surgical Research (Ft. Sam Houston, TX), and Tripler Army Medical Center (Honolulu, HI)

## Nuclear Medical Science 72A

A 72A is a Soldier scientist who applies a professional balance of technical and military expertise to safeguard the war-fighters' health with world class radiological hygiene in peace, war and on humanitarian missions. These men and women serve with courage, honor, integrity, and pride while they protect individuals, real property, and the environment from radiological hazards. The vision of the 72A is to anticipate health physics and CBRNE threats through the leadership of empowered officers with compassion and respect for one another and for those we serve. In order to meet the various aspects of this mission, 72As have to blend formal education, assignment diversity, continuing education and professional certification.

## JOB DUTIES

- 72A roles are in medical health physics, deployment health physics,

homeland defense, emergency response, radiation dosimetry, radiation research, education and training, support to DA radiation safety, and national and international scientific collaborations.

- Almost half of the 72A positions are located within MEDCOM's medical treatment facilities where they serve as medical health physicists. In these assignments, the 72A's serve as the radiation safety officer (RSO), ensuring the protection of patients, workers, and the general public from the use of radiation and radioactive materials in medical diagnosis, therapy, and research. The majority of these medical health physics positions in hospitals are company-grade officer positions where the 72A develops and hones their technical skills so they are ready to perform their "go to war" mission of assessing radiological risks and protecting others against radiation during military operations.
- Senior officers fill positions at the larger medical centers where they can develop and mentor junior Nuclear Medical Science Officers and develop state of the art policies and procedures for the more complex applications of radiation in medicine.
- One of the critical roles 72As fill during wartime operations is to serve as combat theater RSOs. Among their many duties and responsibilities, theater RSOs provide radiation safety training for deployed units, manage physical security screening systems using

radioactive materials or producing ionizing radiation, issue and exchange personnel dosimeters, investigate incidents involving radiation exposure, recover and safeguard orphan radioactive sources, and perform routine measurements of ambient radiation levels conducting base camp assessment. These multimedia surveys include laboratory analysis of soil, water, and air samples.

- Senior 72As are assigned to a number of positions related to the Chemical, Biological, Radiological, Nuclear and Explosive (CBRNE) aspects of homeland defense.
- Some 72As are actively engaged in conducting radiation research and providing radiation education and training.

## REQUIREMENTS

- Formally, a Master's degree in health physics, medical physics, nuclear engineering, or a related radiological science from an accredited program is required; however, a limited number of high quality candidates with a strong science background and/or experience with radiation are accepted under an education waiver
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## KEY FACTS AND OPPORTUNITIES

- Unique education and training opportunities to include two fully funded Master's degree programs start each year and a PhD program starts every other year

- Attend the short courses, such as, Radiological Hazards Operator's course, X-ray Survey course, Nuclear Weapon Orientation course, Nuclear Hazards Training course, Senior Officer Nuclear course, and more.
- Certification from the American Board of Health Physics is highly encouraged
- Many assignments worldwide to include positions in Germany, Korea, Japan and Hawaii

## Entomology 72B

Army Entomologists are among Public Health professionals serving to protect the health of all service members, Department of Defense (DoD) Civilians, Family Members, communities, and other supported nationalities through policy, disease vector surveillance, control of vertebrate and non-vertebrate pests, research, disease prevention, and public health initiatives.

### JOB DUTIES

- Plans, leads, manages, advises, directs, and participates in operational consultative, training, product development, public health capabilities and research in medical entomology to ensure effective control of disease vectors and pests that globally affect human health, morale, and the environment
- Serves as USD (I&E), DoD Armed Forces Pest Management Board Director, Deputy Director, Contingency Liaison Officer, Research Liaison Officer or

Information Services Officer in the execution of the DoD Pest Management Plan

- Serves as Defense Logistics Agency leader on pest management and natural and cultural resources policy and compliance
- Provides world-wide medical and veterinary entomology expertise, vector identification/pathogen detection, surveillance and control of vector borne and other pest hazards in the support, execution, and sustainment of force health protection
- Trains DoD personnel for certification/recertification in pest control strategies/pesticide applications in accordance with the U.S. Environmental Protection Agency and the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA)
- Designs and conducts research on disease vectors and infectious diseases of military importance
- Serves in various worldwide Army TDA and TOE level assignments, to include Joint Assignments, as special staff, commander, executive officer, operations officer, chief/director, Uniformed Services University of Health Sciences professor and course instructor, AMEDDC&S and METC

### REQUIREMENTS

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course (BOLC)
- Requires a MS or PhD degree from an accredited entomology or biologi-

cal sciences program. In rare cases, a bachelor's degree combined with appropriate course work may be accepted; these officers must be academically qualified for graduate work and obtain an MS degree for retention.

- For retention at the field grade level, professional certification in a Public Health specialty area is required
- Must be between 21 and 42 years of age (may request a waiver); meet medical fitness and security requirements
- Required to maintain DoD Pesticide Application and professional certifications throughout the duration of career

#### KEY FACTS AND OPPORTUNITIES

- Prefer officer attend Principles of Military Preventive Medicine Course immediately after BOLC and obtain initial DoD Pest Management/Pesticide Application Certification
- Research assignments include the United States Army Institute of Infectious Diseases (USAMRIID); Walter Reed Army Institute of Research (WRAIR) and subordinate labs in Kenya, Thailand, and Tbilisi
- Other assignments include Office of the Surgeon General/USAMEDCOM, US Army Public Health Command, Forces Command, Preventive Medicine Detachments, Area Medical Laboratory, and Medical Commands (Deployment Support); Health Care Facilities and others
- Long Term Health Education and Training opportunities to earn entomology graduate degrees or to

participate in a Training-With-Industry (TWI) experience are available through a competitive board selection process

- Serve as a member on one or more of the twelve standing committees operated as a function of the DoD AFPMB
- Earn skill qualification badges (e.g., Airborne, Air Assault, etc.) and the Expert Field Medical Badge

## Audiologist 72C

Audiologists provide services in support of the Army Hearing Program (AHP) that include hearing readiness, hearing conservation, clinical services, and operational services for all military personnel and civilian personnel routinely exposed to hazardous noise.

#### JOB DUTIES

- Hearing Readiness – Ensure Soldiers have the required hearing capability to perform their duties
- Conduct monitoring audiometry, assign hearing readiness classification, educate on the effects of noise exposure, and provide fitting and training on hearing protection and communication devices
- Hearing Conservation - Manage a comprehensive program for all noise-exposed personnel. Program components are: noise hazard identification, engineering controls, hearing protectors, monitoring audiometry, health education, program enforcement, and program



evaluation

- Serves as a course director, Council for Accreditation of Occupational Hearing Conservationists (CAOHC) to train and certify technicians
- Clinical Services - Perform audiologic and balance evaluations to quantify auditory injury and to determine auditory fitness for duty, develop and implement audiologic treatment, rehabilitation, and management plan
- Determine and assign hearing profile as appropriate, provide training and counseling regarding hearing health
- Operational Services - Provide policy guidance on hearing conservation, communicate with medical units on hearing-related issues, monitor and analyze hearing loss trends of deployed Soldiers, provide consultation and on-site technical assistance to support noise evaluations, provide clinical services in theater, serve as subject matter expert for hearing protection and communication devices
- May serve in Army research laboratories and be involved in studies related to communication, audition, and hearing health
- May serve in senior staff positions with the Army Medical Department

## REQUIREMENTS

- Minimum of a Doctoral degree (e.g., AuD, ScD, or PhD) from an educational program accredited by the American Speech-Language Hearing Association's (ASHA) Council on Academic Accreditation in Audiology and Speech Pathology (CAA) or the

Council on Higher Education Accreditation (CHEA)

- A Master's degree in audiology from an ASHA CAA- accredited program may be considered
- Audiology licensure from a U.S. State, District of Columbia, Commonwealth, territory, or jurisdiction
- Waiver requests to the doctoral degree requirements will be reviewed and adjudicated by the Audiology Consultant to The Surgeon General
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## KEY FACTS AND OPPORTUNITIES

- Centrally funded postgraduate advanced degrees at the PhD and master's degree level with subsequent utilization in an appropriate command, staff, or technical application assignment
- Annual and periodic specialty workshops, courses, and conferences
- Manage large research and development (R&D) efforts in laboratories and provide staff assistance related to human performance, training and personnel issues
- Many assignments worldwide to include positions in Germany, Korea, and Hawaii

## COMPENSATION

Typical compensation for commissioned officers; eligible for professional pay if national certification is maintained.

# Environmental Science and Engineering

## 72D

Environmental Science and Engineering Officers focus on scientific work in environmental health, public health, industrial hygiene, vector control, and environmental engineering. These officers anticipate and prevent potential health threats, develop courses of action to eliminate or mitigate the threat and advise commanders of risks and countermeasures to protect our Warfighters and their families.

### JOB DUTIES

- Plan, manage, advise and participate in the identification and control of potential health hazards; develop environmental health, public health, industrial hygiene, integrated pest management, and environmental engineering programs.
- Determine effective methods of health threat assessment, conduct disease and environmental surveillance, and develop countermeasures to meet, eliminate or reduce medical threats.
- Promote policies, programs, practices, and operations directed toward the prevention of diseases and illness
- Design and formulate recommendations to preserve and enhance health and environment conditions to include air, water, food sanitation, waste water, noise, solid and hazardous waste treatment, and industrial

hygiene

### REQUIREMENTS

- Must be a graduate of the Army Medical Department Basic Officer Leadership Course (BOLC).
- Require, at a minimum, a Bachelor's degree from an educational program accredited by the Council on Education for Public Health (CEPH) or an agency acceptable to The Surgeon General of the Army with a major in public health, environmental health, industrial hygiene, environmental science, epidemiology, and safety management
- For promotion and retention at the field grade level, state, or national registration or certification in a specialty area relevant to public health is required
- Must be between 21 and 42 years of age (may request a waiver); meet medical fitness and security requirements

### KEY FACTS AND OPPORTUNITIES

- Centrally-funded Long Term Health Education and Training opportunities to earn a public health, environmental health, industrial hygiene, or environmental science degree or participate in a Training-With-Industry (TWI) program are available through a competitive board selection process for PhD and Master's degree level with utilization in an appropriate command, staff, or technical application assignment.
- Attend the Principles of Military Preventive Medicine course, DOD

Pest Management Course, and the Basic Industrial Hygiene Course.

- Additional courses available include Radiological Hazard Operators Training Course (RHOT), Basic Waste Management Course, Intermediate Industrial Hygiene Course, Health Risk Communication Course, and other courses based on military assignment.
- Annual and periodic specialty-specific workshops and conferences are available subject to funding and approval.
- Various prominent assignments across the AMEDD to include Brigade Combat Team Environmental Science and Engineering Officer (ESEO), Preventive Medicine Detachment Commander, Preventive Medicine Detachment XO, as well as positions within Medical Treatment Facilities, US Army Public Health Command, Civil Affairs, Special Operations units, Combatant Commands, Army Service Component Commands, overseas assignments, and many other assignments and collateral duties for career progression.
- Teaching opportunities at the U.S. Military Academy (West Point), the Uniformed Services University of Health Sciences (USUHS), and the U.S. Army Medical Department Center and School.
- Earn skill qualification badges (Airborne, Air Assault, etc) and the Expert Field Medical Badge.
- Several leadership opportunities that increase with experience and rank.

## **Environmental Science and Engineering 72DN4 (Engineering Specialty)**

Environmental Science and Engineering Officers are degreed-engineers with the same responsibilities as the 72D ESEO who apply their engineering skills alongside medical professionals to counter public health threats. They analyze, design, coordinate, and implement solutions to environmental & public health issues on Army installations, during field exercises, and in deployed environments. They serve as consultant engineers on topics such as drinking water quality, pollution (air, surface water, groundwater, and soil), wastewater sanitation, solid and hazardous waste, regulated medical waste, industrial hygiene, environmental compliance, vector control, food sanitation, noise and thermal pollution, occupational & environmental health issues, and field deployment planning.

### **JOB DUTIES**

- Perform a variety of duties to include installation water quality monitoring and food service sanitation oversight. Collaborate on environmental engineering and public health projects, to include forecasting and managing environmental funds for environmental compliance issues.
- Plan, manage, advise, and participate in the identification and control of potential health hazards; develop environmental engineering, public health,

industrial hygiene, and integrated pest management programs.

- Research and assess the health threat to soldiers, develop countermeasures to prevent or mitigate the threats, and conduct disease and environmental surveillance.
- Monitor, inspect, and report compliance with federal, state, and local environmental regulations on air, water, soil, industrial hygiene, and occupational health issues.
- Promote policies, programs, practices, and operations directed toward the prevention of diseases and illness.

## **REQUIREMENTS**

- Must be a graduate of the AMEDD Basic Officer Leadership Course (BOLC).
- Require, at a minimum, a Bachelor's degree from an educational program accredited by the Accreditation Board for Engineering and Technology (ABET) Engineering Accreditation Commission (EAC), with a major in an environmental engineering-relevant field. Preferred majors include environmental engineering, civil engineering, chemical engineering, and mechanical engineering. Refer to AR 600-4 for additional details and acceptable degrees.
- For promotion and retention at the field grade level, licensure as a Professional Engineer, or national registration, or advanced certification in a specialty area relevant to public health or environmental engineering is required.

- Must be between 21 and 42 years of age (may request a waiver); meet medical fitness and security requirements.

## **KEY FACTS AND OPPORTUNITIES**

- Centrally-funded Long Term Health Education and Training opportunities to earn a public health, environmental health, industrial hygiene, or environmental science degree or participate in a Training-With-Industry (TWI) program are available through a competitive board selection process for PhD and Master's degree level with utilization in an appropriate command, staff, or technical application assignment.
- Attend the Principles of Military Preventive Medicine course, DOD Pest Management Course, and the Basic Industrial Hygiene Course.
- Additional courses available include Radiological Hazard Operators Training Course (RHOT), Basic Waste Management Course, Intermediate Industrial Hygiene Course, Health Risk Communication Course, and other courses based on military assignment.
- Annual and periodic specialty-specific workshops and conferences are available subject to funding and approval.
- Various prominent assignments across the AMEDD to include Brigade Combat Team Environmental Science and Engineering Officer (ESEO), Preventive Medicine Detachment Commander, Preventive Medicine Detachment XO,

as well as positions within Medical Treatment Facilities, US Army Public Health Command, Civil Affairs, Special Operations units, Combatant Commands, Army Service Component Commands, overseas assignments, and many other assignments and collateral duties for career progression.

- Teaching opportunities at the U.S. Military Academy (West Point), the Uniformed Services University of Health Sciences (USUHS), and the U.S. Army Medical Department Center and School.
- Earn skill qualification badges (Airborne, Air Assault, etc) and the Expert Field Medical Badge.
- Several leadership opportunities that increase with experience and rank.

## Pharmacy 67E

Army Pharmacists practice pharmaceutical care in a wide variety of hospitals to include large medical centers, community hospitals and clinics. During deployment pharmacists may serve as division pharmacy officers, consultants, administrative, and clinical pharmacists. Typical assignments include Walter Reed National Military Medical Center, Brooke Army Medical Center, Madigan Army Medical Center, Tripler Army Medical

### JOB DUTIES

- Plans, implements, directs, executes and evaluates pharmaceutical activities
- Offers services in clinical and consultative pharmacy
- Pharmacy service administration, ambulatory and inpatient pharmacy operations

### REQUIREMENTS

- Diploma from a school of pharmacy acceptable to the Surgeon General
- Must be between 21 and 42 years of age (may request a waiver)
- License to practice in the United States
- Must be a U.S. citizen

### TRAINING

Job training for Medical Service Corps Officers includes completing the Officer Basic Leadership Course, which introduces you to the Army Health Care system, Army doctrine and basic Soldier/leader skills.

### KEY FACTS AND OPPORTUNITIES

- Take advantage of accredited residencies from American Society of Hospital Pharmacists (ASHP)
- Obtain master's or Doctor in Philosophy (PhD) degrees in many areas of pharmacy or health care
- Be a leader in various pharmacy operations to include director (Chief), officer-in-charge, and special staff officer
- Manage effective medication therapy management (MTM) with the highest measure of safety and efficacy

- Acquire clinical and administrative skills that will promote your advancement in the field

### COMPENSATION

- In addition to the many privileges that come from being on the U.S. Army health care team, you'll also be rewarded with:
- A pharmacy accession bonus, paid in full at your first assignment
- Health Professions Loan Repayment, which can be used to pay down qualifying pharmacy school loans
- Opportunities to apply for training with industry, residencies, and further schooling, if board selected
- Pay for continuing education and training
- Flexible, portable retirement savings and investment plan similar to a 401 (k), the Thrift Saving Plan (TSP)

## Optometry 67F

Serve as an independent primary health care provider (doctorate), in various fixed and field medical organizations as an Army Optometrist. Optometrists examine, diagnose, treat, and manage diseases, injuries, and disorders of the visual system, the eye, and associated structures as well as identify related systemic conditions affecting the eye.

### JOB DUTIES

- Duties include staff and leadership positions throughout the Army Medical Department

- Optometrists prescribe medications, provide low vision and traumatic brain injury vision rehabilitation, and perform certain minor surgical procedures
- Counsel patients regarding surgical and non-surgical options that meet their visual and ocular needs related to their occupations, vocations, and lifestyles
- Consultation in such areas as vision conservation, refractive surgery, combat eye protection, vision readiness and occupational and aviation visual requirements
- Senior officer positions in command and strategic positions in the Army Medical Department (AMEDD)

### REQUIREMENTS

- Must be a graduate of an accredited school of optometry acceptable to The Surgeon General of the Army
- Must possess a current and unrestricted license to practice optometry in the United States, U.S. Territories and Commonwealths, or the District of Columbia
- Job training for Medical Service Corps officers includes completing a Basic Officer Leadership Course, which introduces you to the Army Health Care system, Army doctrine and basic Soldier/leader skills
- Professional qualifications for unrestricted practice must be met; encouraged to obtain board certification and fellowship in the American Academy of Optometry
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## KEY FACTS AND OPPORTUNITIES

- Opportunities exist to apply for short courses in Federal Service Optometry Symposium and Army military courses
- Longer term schooling opportunities: Optometry Residency programs, Master's degree programs in Clinical Optometric Management (Master's of Business Administration, Master's in Healthcare Administration and Master's in Public Health), PhD in physiological optics and other visual related areas
- Leadership positions include: officer-in-charge, chief, or commander for clinics, services, or departments in the Army and DoD hospitals and medical centers

## ASSIGNMENTS

Assignments include: Staff Optometrist, Chief of Optometry, Medical Detachment (Optometry) – FORSCOM operational/combat units, Research, Residency Director, Occupational Vision, AMEDDC&S/METC Faculty, Command, Clinical Management, and AMEDD leadership positions.

# Podiatry 67G

Serves as an independent provider (Doctor of Podiatric Medicine-DPM); examines, diagnoses, and treats or prescribes courses of treatment for patients suffering from diseases, injuries, or disorders of the feet and ankles. Podiatric care includes inpatient and outpatient surgical and nonsurgical treatment and consultative services.

## JOB DUTIES

- Supervises administrative requirements for podiatry clinics
- Provides surgical/nonsurgical treatment and consultative services
- Provides direct patient care for conditions affecting the foot, ankle and structure of the leg
- Trains to performs full-body history and physical examinations in any setting for any patient undergoing DPM care
- Orders and administers anesthesia and sedatives during surgical procedures for any diseases of the foot and ankle
- Prescribes and fits orthotics, insoles, and custom-made shoes; takes and interprets X-rays and other imaging studies

## REQUIREMENTS

- Doctor of Podiatric Medicine (DPM) from any of the nine accredited colleges acceptable to the Surgeon General
- Completion of a one-year surgical residency accredited by the Residency Review Committee for the America Podiatric Medical Association
- Successful completion of Podiatry National Board, part I, II, and III; current state license from any states including Puerto Rico; a valid Podiatric Medicine and Surgery (PM&S)
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency



## KEY FACTS AND OPPORTUNITIES

- Opportunities exist to apply short – term training, consisting of both medical courses and/or administrative/Executive courses
- Longer term schooling opportunities may be available, such as MBA/MPH and/or fellowship training
- Be able to be an officer-in-charge, chief, or commander for services, departments, clinics and medical centers
- May obtain special pay for continuing education
- Eligible for Board Certification pay, if Board Certified by the American Board of Podiatric Surgery (ABPS) and/or the American Board of Podiatric Medicine (ABPM)

## ASSIGNMENTS

Assignments include: Korea, Germany, Hawaii, Washington, Texas, Oklahoma, Missouri, Kentucky, Georgia, South Carolina, North Carolina, New York, Washington, D.C., and many more.

## Social Work 73A

Social Work Officers are licensed under their respective states at the highest clinical level. Licensed Clinical Social Work (LCSW) Officers provide direct and non-direct clinical services to include: individual, group, marital/couple, family therapy, crisis intervention, disaster relief, critical event debriefing, teaching and training, supervision, research, administration, consultation, and policy development. Their social work practice

is guided by the Social Work professions code of ethics, Army Social Work Values and Army Officers Code of Ethics. These functions are performed to enhance and sustain unit readiness and the social and psychological well-being of Soldiers, their eligible family members and Department of Army Civilians.

## JOB DUTIES

- Provides clinical individual, group, marital/couple, family therapy, crisis intervention, disaster relief, critical event debriefing counseling, crisis intervention, disaster relief, and critical event debriefing
- Teaches, trains, mentors, supervises, performs research, administrative consultation and policy development in various military settings
- Performs social work officer functions in behavioral health support for commanders at all levels; clinical skills in case management, domestic violence, unit needs assessment, command consultation, combat operational stress, suicide prevention and substances abuse
- Conducts research on conditions of military importance and supervises and participates in graduate medical education and training of other medical personnel needed to sustain a robust and readily available force
- Publishes research findings in peer reviewed academic journals
- Provides instruction on courses related to organizational management, research methods, and other areas of the social sciences

## REQUIREMENTS

- Must have a Master's degree in social work from an accredited program that is acceptable to The Surgeon General of the Army
- Must be licensed at the highest level
- Must graduate from the AMEDD Basic Officer Leadership Course
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## KEY FACTS AND OPPORTUNITIES

- Attend various courses to include the Family Advocacy Staff Training Course and Family Advocacy Staff Training Advanced Course
- Many assignments available to force structure and force generation military units, such as unit commander, program manager, combat operational stress planning, and healthcare executive management
- Opportunities to apply for LTHET for a Doctoral degree in social worker; social work fellowship in Child and Family Practice Program, Critical Incident Debriefing and Substance Abuse Certification
- Compete for White House and Congressional Fellowships
- Numerous assignments worldwide to include medical treatment facilities and community mental health activities, medical brigades, department chiefs.

## COMPENSATIONS

- Board Certification pay

# Clinical Psychology

## 73B

Clinical Psychologists aim to reduce the distress and improve the psychological well-being of the patient/population. They provide behavioral healthcare within the professional standards of clinical psychology. They use psychological methods and research to make positive changes to the Armed Forces. Clinical psychologists often work alongside other professionals in multidisciplinary teams in order to tackle complex patient problems.

## JOB DUTIES

- Conducts basic and applied research to promote psychological resilience, neurological functioning, and operational readiness in order to promote force health protection and readiness across the continuum of care
- Develops evidence-based strategies to diagnose, prevent, and mitigate the effects of psychological demands and other military stressors to enhance the health and well-being of servicemembers
- Participates at all levels of command in researching and implementing policies and procedures affecting DoD healthcare delivery
- Publishes research findings in peer reviewed academic journals
- Presents research findings at academic conferences/meetings and to DoD leadership
- Provides instruction on courses related to organizational management, research methods, and other

areas of the social sciences

## REQUIREMENTS

- Possess a Doctorate in a Psychology discipline, or related behavioral science, with a strong research emphasis from an accredited university
- Must be a graduate of the Army Medical Department Basic Officer Leadership Course
- Must be between 21 and 42 years of age (may request a waiver)
- Permanent U.S. residency

## KEY FACTS AND OPPORTUNITIES

Opportunities exist to apply for White House, Congressional, RAND Corp, and Pentagon fellowships and internships.

## ASSIGNMENTS

Assignments include: Walter Reed Army Institute of Research (Silver Spring, MD), U.S. Army Medical Research Unit – Europe (Sembach, Germany), Uniformed Services University of the Health Sciences (Bethesda, MD), U.S. Army Medical Research Institute of Chemical Defense (Aberdeen Proving Ground, MD), U.S. Army War College (Carlisle Barracks, PA), U.S. Army Aeromedical Research Laboratory (Ft. Rucker, AL), U.S. Army Research Institute of Environmental Medicine (Natick, MA), U.S. Army Medical Research and Materiel Command (Ft. Detrick, MD), National Defense University (Washington, D.C.), U.S. Military Academy (West Point, NY), Pentagon (Washington, D.C.), U.S. Army Medical Research and Materiel Command (Ft. Detrick, MD), Army Capabilities Integration Center (Ft. Eustis, VA), U.S. Army Institute of Surgical Research (Ft. Sam Houston, TX), and Tripler Army Medical Center (Honolulu, HI).

# Office of the Chief, Medical Service Corps (OCMSC)

## OFFICE OF THE CHIEF, MEDICAL SERVICE CORPS, DEPUTY CORPS CHIEF

### What is the responsibility of the MSC Deputy Corps Chief?

The Deputy Corps Chief (DCC) manages the day to day activities for the Office of the Chief, Medical Service Corps (OCMSC) for the Corps Chief. The MS, DCC responsibilities are to assist the MS Corps Chief and provide guidance on initiatives, policy, standards, procedures, missions and programs on all aspect of life cycle management for the MS Corps. This includes MS Officer recruitment, utilization, leader development, promotion, education, training, assignments, retention, separation, and retirement. The MS, DCC is responsible to synchronize, collaborate and coordinate all aspect of the MSC Strategic Map and balanced-scored card activity for the Corps Chief and MS Senior Leaders in support of 2020 Army Medicine Campaign Plan. The MS, DCC also assists the MS Corps Chief in monitoring professional quality and performance of officers to ensure the highest standards of administrative and allied health service support. The MS, DCC works closely with the Assistant Corps Chiefs from various medical functional areas in the Corps as well as MS Office of the Surgeon General Consultants. In addition to all the responsibilities of a busy OCMSC office, the MS, DCC represents the MS Corps

Chief in all functions to include meetings and strategic level events.

## **MEDICAL SERVICE CORPS EXECUTIVE OFFICER AND SPECIAL ASSISTANTS TO THE CORPS CHIEF**

### Who is the support staff for the Medical Service Corps?

The main support staff for the MSC office is the Executive Officer and special assistants/interns. The Executive Officer is a Lieutenant Colonel or Major promotable who supports the MSC Office in all matters for the Corps Chief. The special assistants to the Corps Chief are Captains who have demonstrated potential in coordinating and executing activities with the Army Medical Department.

### What are the scope and functions of the Executive Officer?

- Performs the branch executive function for the Medical Service Corps Chief
- Ensures the Corps battle rhythm synchronizes with the AMEDD and The Surgeon General
- Serves to organize all Medical Service Corps activities with the AMEDD and other Corps
- Serves as a liaison for various societies related to the Medical Service Corps, to include the Silver Caduceus Association and the former Corps Chiefs Symposium
- Leads the maintenance of the annual historical reports for the Corps involving all areas of concentration (AOCs)
- Performs site visits with the Corps Chief and Deputy Corps Chief

worldwide

- Develops special assistants for higher responsibilities in their careers by providing guidance, ensuring execution of Corps specific activities and policies

### What skills are required to be the Executive Officer of the Corps?

- The position is filled by a Medical Service Corps Lieutenant Colonel or Major promotable, preferably in the 70F and 70H Medical Functional Areas. The officer should have knowledge and experience with plans, operations, intelligence, security, training and personnel, as well as experience in working at an executive level office position.
- The Executive Officer executes the office for the MSC and Corps Chief, and assists in the preparation of speeches and presentations.
- The position is responsible for managing budgetary expenditure for the MSC office for the Corps Chief

### What are the duties and responsibilities of the Executive Officer?

- Responsible for maintaining and distributing the Medical Service Corps fiscal year calendar and battle rhythm
- Prepares the annual report for the Corps with input from Consultants and Assistant Corps Chiefs
- Prepares correspondences for the Corps Chief, such as Star Notes for selection to various schools/courses, field grade promotions, board memberships, and condolences
- Prepares boards and serves as a

recorder for Award of Excellence (AOE), Junior Officer Week (JOW), and the "A" Proficiency Designator awarded by The Surgeon General

- Compiles information for and publishes the Medical Service Corps Directory
- Coordinates weekly and quarterly Consultant meetings with the Corps Chief and Deputy Corps Chief
- Manages all budgetary expenditures and Corps fiscal funding allotments, such as marketing, for the Medical Service Corps Office
- Prepares and mails retirement recognition items to include certificates, medallions, Star Notes, and spouse certificates
- Gathers information, prepares and publishes quarterly newsletter and disseminates throughout the Corps
- Provides logistical support and representation for three annual rotations of the Reserve Officers' Training Corps (ROTC) Leader Development and Assessment Course (LDAC), to include Warrior Forge's Branch Day
- Maintains the MSC Website, Facebook, milSuite, and other social networking sites to enhance communication within the Corps
- Provides strategic support in all functions for the Medical Service Corps Office to include the MSC Strategic Planning Conference, Talent Management Initiatives, Campaigns, and senior leader engagements

Special assistants to the Corps Chief are responsible for planning, coordinating

and executing MSC activities with the Army Medical Department Center and School, U.S. Army Medical Command, Fort Sam Houston, and other commands and staffs throughout the Department of Defense. These officers are directly responsible to the Chief, Medical Service Corps, and work closely with the Executive Officer.

### **ARMY MEDICAL DEPARTMENT CORPS SPECIFIC BRANCH PROPONENT OFFICER (CSBPO)**

#### What is the CSBPO?

This is a Colonel selected by each respective Corps Chief. In some, but not all cases, this officer will also be the Deputy Corps Chief. Based on the size and scope of the Medical Service Corps, the CSBPO and the Deputy Corps Chief are two separate positions in direct support of the Corps Chief.

#### What are the scope and functions of the CSBPO?

- Perform the branch proponent function for the Medical Service Corps Chief
- Ensure integration of Army Medical Department (AMEDD) issues of the Corps addressed in all proponent categories (branch, functional, specified, and personnel)
- Serve as a member of the AMEDD Proponent Steering Committee chaired by the Commander, AMEDDC&S (Army Medical Department Center and School), with the function of ensuring integration of all AMEDD Proponency issues
- Develop AMEDD and Corps specific

policy direction and overall management principles associated at all functional elements (e.g., treatment, prevention, Research & Development) with an integrated Army-wide health service system for periods of peace, war and military operations other than war

- Function as a team leader in developing and maintaining strategies and plans of the respective Corps and assure integration of the plans of the respective corps into the AMEDD strategic vision
- Perform worldwide site visits as required to initiate/integrate programs, resolve conflict, and provide appropriate corps representation

#### What skills are required to be the CSBPO of the Corps?

- The position is filled by a Medical Service Corps Colonel, preferably in the 67B, 67C, or 67D Medical Functional Areas or 67E, 67F, or 67G Areas of Concentration. The officer should have knowledge and experience in working with the Office of the Chief, MSC, and Corps-level issues, as well as policy development and strategic planning.
- The CSBPO represent the MSC and Corps Chief at various events and meetings. Since the MSC consists solely of commissioned officers, this position must be filled by a senior MSC officer rather than civilian or contract personnel.

#### What are the significant duties and responsibilities of the CSPBO?

- Responsible for assisting the Chief, Medical Service Corps, with the life cycle management of over 10,000 active and reserve component MSC Officers
- Prepare and present recommendations to the Corps Chief on Corps-wide policy decisions and long term Corps strategic planning
- Coordinate, collaborate and communicate with proponency officers, internal and external to the AMEDD, to ensure that specific Corps issues are properly staffed and integrated
- Monitor and provide policy input to the Army Medical Department Long Term Health Education and Training (LTHET) Program
- Collaborate with the Center for Professional Education and Training (CPET) to oversee the MSC LTHET budget
- Serve on various MSC specialty boards, sometimes as President
- Coach, mentor, and teach Medical Service Corps Officers the way ahead and important Corps issues
- Synchronize, coordinate, collaborate, and communicate directly with the Office of The Surgeon General/Medical Command One Staff

## Military Biographies

A brief military biography is short and concise containing information about the life and times of a person to help understand past military history and accomplishments quickly. A reader can

discover the beginning and formation of a prominent figure without too many details. The brief military format contains military and civilian education, assignment highlights, awards and decorations, and marital status. The brief military bio is roughly 300 words or less, and may should contain a military photo. (Example: CPT Joshua P. Duke)

### Captain Joshua P. Duke

Captain Joshua P. Duke graduated cum laude from The Citadel, The Military College of South Carolina, with a Bachelors of Science in Business Administration. CPT Duke was commissioned through the Reserve Officers' Training Corps (ROTC) at The Citadel, South Carolina in 2006.

His service began as Medical Platoon Leader, 6th Squadron, 8<sup>th</sup> Cavalry Regiment, 4<sup>th</sup> Brigade Combat Team (BCT), 3D Infantry Division (ID), Fort Stewart, Georgia. He subsequently served in support of Operation Iraqi Freedom (OIF) from 2007-2008. Upon return he continued to serve 4<sup>th</sup> BCT, 3ID, within the 703<sup>rd</sup> BSB as the Charlie Company Executive Officer. CPT Duke continued serving 4<sup>th</sup> BCT, 3ID, as the Brigade Medical Operations Officer in support of Operation New Dawn (OND), Iraq in 2010. He also performed duties as the Brigade Logistics Officer (BDE S4) of 4<sup>th</sup> BCT, 3ID and as the 703<sup>rd</sup> BSB Support Operations Medical Operations Officer during his final two years at Fort Stewart, Georgia. In 2012, CPT Duke was assigned as the Special Assistant to the Chief, Medical Service Corps (MSC) at Joint Base San Antonio (JBSA) Fort Sam Houston, Texas.

His military education includes Army Medical Department (AMEDD) Officer Basic Course and the AMEDD Captains Career Course.

His awards and decorations include the Bronze Star Medal, Army Commendation Medal, Army Achievement Medal, Meritorious Unit Citation, National Defense Service Ribbon, Iraqi Campaign Ribbon, Global War on Terrorism Service Ribbon, Army Service Ribbon, and Army Overseas Service Ribbon. He has also been awarded the Expert Field Medical Badge.

CPT Duke has been happily married to his wife, Mollie B. Duke, since January, 2010.





# Curriculum Vitae

A Curriculum Vitae (CV) is a comprehensive list of your experiences, accomplishments, and the products of your work. Unlike a résumé, which is one to two pages in length, the CV grows throughout your professional career; therefore, CVs have no page limit. The most prolific professionals have CVs that are dozens of pages long.

Be concise and remember that anyone who reads your CV will read it as part of a large stack of other CVs. Make yours stand out by staying relevant and includ-

ing only pertinent details. Fully express your accomplishments and skills, but make every word count. Although all entries must be described, do not use more than a few lines for any one entry.

Omit irrelevant personal information and accomplishments. Do not include information about your age, marital status, height/weight, number of children, ethnicity, political affiliations, or other personal attributes. Allow yourself to be judged only on your professional merits and not on your personal characteristics. It is also recommended not to attach a photo and to allow others to proof-read your CV for grammar, spelling, and style. (Example: COL Thomas C. Delk)

**COLONEL Thomas C. Delk**  
**Home Address XXX St**  
**San Antonio, TX 78234**  
**Telephone: (210) XXX-XXXX**  
**Cell: (210) XXX-XXXX**  
**Email: email@email.com**

## **PROFESSIONAL EXPERIENCE**

### **Medical Service Corps Specific Branch Proponency Officer**

2011-Present

U.S. Army Medical Department Center & School, Fort Sam Houston, Texas

### **Environmental Science Staff Officer/Deputy Consultant for AOC 72D (Environmental Science & Engineering Officer)**

2009-2011

Proponency Office for Preventive Medicine, U.S. Army Medical Command, Fort Sam Houston, Texas

### **Commander**

2007-2009

U.S. Army Center for Health Promotion and Preventive Medicine-South, Fort Sam Houston, Texas

### **Chief, Force Protection Branch/Combat Developer**

2005-2007

Directorate of Combat & Doctrine Development, U.S. Army Medical Department Center & School, Fort Sam Houston, Texas

**Deputy Chief, Department of Occupational Health and Epidemiology**

2003-2005

U.S. Army Center for Health Promotion and Preventive Medicine-Europe, Landstuhl, Germany

Preventive Medicine Plans and Operations Officer

2002-2003

Office of the Command Surgeon, U.S. Army, Europe (USAREUR) and 7<sup>th</sup> Army, Heidelberg, Germany

**Chief, Industrial Hygiene Division**

1999-2002

U.S. Army Center for Health Promotion and Preventive Medicine-West, Fort Lewis, Washington

**Preventive Medicine Staff Officer**

2001

Headquarters, Stabilization Force (SFOR), Sarajevo, **Bosnia**-Herzegovina

**Health Hazard Assessment Officer**

1995-1997

U.S. Army Center for Health Promotion and Preventive Medicine, Aberdeen Proving Ground, Maryland

**Detachment Commander**

1993-1994

154th Preventive Medicine Detachment, U.S. Army, Camp Walker, Taegu, Republic of Korea

**Executive Officer**

1992-1993

Environmental Engineering (LC) Detachment, 5th Preventive Medicine Unit, U.S. Army, Yongsan, Seoul, Republic of Korea

**Environmental Science Officer**

1991-1992

Preventive Medicine Section, 7th Light Infantry Division, Fort Ord, California

**Chief, Environmental Health Section**

1989-1991

Silas B. Hays Army Community Hospital, Fort Ord, California

**Chemical Laboratory Technician**

1984-1986

U.S. Army Product Assurance and Development Laboratory, Pine Bluff Arsenal, Arkansas

1983-1984

Johnston Island Chemical Activity, U.S. Army, Johnston Island, Hawaii

**EDUCATION**

1999

**Master of Science in Public Health in Industrial Hygiene** (*Summa Cum Laude*), University of Alabama Birmingham, Alabama

*Thesis: Comparison of Predicted Hearing*

Loss Based on 3 Db and 5 dB Exchange Rate Noise Exposures to Measured Hearing Loss Among Industrial Welders

1989

**Bachelor of Science in Environmental Health Sciences** (*Magna Cum Laude*), University of Arkansas at Little Rock, Little Rock, Arkansas

**U.S. Army Command and General Staff College,** Fort Leavenworth, Kansas

2007

Battalion/Brigade Pre-Command Course

2002

Command and General Staff Officer Course (CGSOC)

1997

Combined Arms and Service Staff School (CAS<sup>3</sup>)

2002

**The Joint Staff and Naval School of Health Sciences,** Bethesda National Naval Medical Center, Maryland

Joint Medical Planners Course

2003

**The NATO School (Supreme Headquarters Allied Powers Europe),** Oberammergau, Germany

NATO Staff Officers' Orientation Course

2007

**U.S. Army Judge Advocate General's School,** Charlottesville, Virginia

Senior Officer Legal Orientation Course

2006

**The Defense Medical Readiness Training Institute,**

Fort Sam Houston, Texas

Homeland Security Medical Executive Course

**U.S. Army Medical Department Center and School,**

Fort Sam Houston, Texas

2007

AMEDD Pre-Command Course

1998

Combat Casualty Care Course (C4)

1996

Intermediate Industrial Hygiene Topics Course (*Honor Graduate*)

1994

Officer Advanced Course (*Distinguished Honor Graduate*)

1992

AMEDD Company Grade Pre-Command Course

1991

Military Principles of Preventive Medicine Course

1991

Basic Industrial Hygiene Techniques Course

1989

Officer Basic Course (*Distinguished Honor Graduate*)

1983

**U.S. Army Chemical School**, Fort McClellan, Alabama  
Chemical Laboratory Procedures Course (*Honor Graduate*)

**PROFESSIONAL QUALIFICATION, CREDENTIALS OR BOARD  
CERTIFICATION**

2000

**Certified Industrial Hygienist**, American Board of Industrial Hygiene

1995

**Registered Environmental Health Specialist**, National Environmental Health Association

**MEMBERSHIP, ASSOCIATION AND AFFILIATIONS**

Order of Military Medical Merit  
U.S. Army Medical Department Regiment  
Delta Omega Honorary Society  
Phi Kappa Phi Honorary Society  
American Industrial Hygiene Association  
National Environmental Health Association

**AWARDS**

1999

**University of Alabama at Birmingham**  
School of Public Health Outstanding Master's Student Award

**University of Arkansas at Little Rock**

1989  
Outstanding Senior for the College of Natural Sciences  
1989  
Outstanding Senior for the Department of Biology  
1988  
ROTC Distinguished Military Graduate  
1988  
George C. Marshall Leadership Award

**U.S. Army Medical Department**

2010  
9A Proficiency Designator  
1994  
Medical Service Corps Carmack Medal

**U.S. Army**

Defense Meritorious Service Medal  
Meritorious Service Medal (with 7 Oak Leaf Clusters)  
Army Commendation Medal (with 4 Oak Leaf Clusters)  
Army Achievement Medal (with 2 Oak Leaf Clusters)  
Army Good Conduct Medal  
National Defense Service Medal (2<sup>nd</sup> Award)  
Armed Forces Expeditionary Medal (2<sup>nd</sup> Award)  
Global War on Terrorism Expeditionary Medal  
Global War on Terrorism Service Medal  
Korean Defense Service Medal  
Armed Forces Service Medal

# The Army Song

The song was originally written by field artillery First Lieutenant [later Brigadier General] Edmund L. Gruber, while stationed in the Philippines in 1908 as the "Caisson Song." The original lyrics reflect routine activities in a horse-drawn field artillery battery. The song was transformed into a march by John Philip Sousa in 1917 and renamed "The Field Artillery Song."

It was adopted in 1956 as the official song of the Army and retitled, "The Army Goes Rolling Along." The current lyrics tell the story of our past, our present, and our future.

The "Army Goes Rolling Along" is played at the conclusion of every U.S. Army ceremony and all Soldiers are expected to stand and sing. The song should be performed with a short introduction to permit all to stand, followed by the Verse, the Chorus, and the Refrain.

## THE ARMY SONG

### "THE ARMY GOES ROLLING ALONG"

#### *Verse:*

March along, sing our song, with the  
Army of the free.  
Count the brave, count the true, who  
have fought to victory.  
We're the Army and proud of our name!  
We're the Army and proudly proclaim:

#### *Chorus:*

First to fight for the right,  
And to build the Nation's might,  
And The Army Goes Rolling Along.  
Proud of all we have done,  
Fighting till the battle's won,  
And the Army Goes Rolling Along.

#### *Refrain:*

Then it's hi! hi! hey!  
The Army's on its way.  
Count off the cadence loud and strong;  
For where'er we go,  
You will always know  
That The Army Goes Rolling Along.



**ARMY VALUES**  
**WWW.ARMY.MIL/VALUES**

## The Soldier's Creed

The Soldier's Creed captures the spirit of the dedication Soldiers feel to something greater than themselves. It outlines the fundamental obligations of Soldiers to their fellow Soldiers, their unit, and the Army itself. The Soldier's Creed extends beyond service as a Soldier; it includes commitment to family and society. The Warrior Ethos describes the frame of mind of the professional Soldier. It proclaims the selfless commitment to the nation, mission, unit, and fellow Soldiers. When a Soldier internalizes this ethos, it produces the will to win.

### SOLDIER'S CREED

I am an American Soldier.

I am a warrior and a member of a team.

I serve the people of the United States,  
and live the Army Values.

I will always place the mission first.

I will never accept defeat.

I will never quit.

I will never leave a fallen comrade.

I am disciplined, physically and mentally  
tough, trained and proficient in my  
warrior tasks and drills.

I always maintain my arms, my  
equipment and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage, and  
destroy the enemies of the United States  
of America in close combat.



**ARMY VALUES**  
**WWW.ARMY.MIL/VALUES**

## The Army Values LDRSHIP

Many people know what the words Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage mean. But how often do you see someone actually live up to them? Soldiers learn these values in detail during Basic Officer Leaders Course (BOLC), from then on they live them every day in everything they do — whether they're on the job or off. In short, the Seven Core Army Values listed below are what being a Soldier is all about.

**Loyalty** - Bear true faith and allegiance to the U.S. Constitution, the Army, your unit and other Soldiers.

**Duty** - Fulfill your obligations.

**Respect** - Treat people as they should be treated.

**Selfless Service** - Put the welfare of the nation, the Army, and your subordinates before your own.

**Honor** - Live up to all the Army values.

**Integrity** - Do what's right, legally and morally.

**Personal Courage** - Face fear, danger, or adversity [physical or moral].

## The Army Warrior Ethos

The Warrior Ethos describes the frame of mind of the professional Soldier. It proclaims the selfless commitment to the Nation, mission, unit, and fellow Soldiers. When a Soldier internalizes this ethos, it strengthens the will to win. The Warrior Ethos reads:

*I will always place the mission first.*

*I will never accept defeat.*

*I will never quit.*

*I will never leave a fallen comrade.*

The Warrior ethos compels soldiers to fight through all conditions to victory no matter how much effort is required. It is the soldier's selfless commitment to the nation, mission, unit, and fellow soldiers. It is the professional attitude that inspires every American soldier. Warrior ethos is grounded in refusal to accept failure. It is developed and sustained through discipline, commitment to the Army values, and pride in the Army's heritage.



# The Army Tool Kit

## **Army Career Tracker** (<https://actnow.army.mil>)

Army Career Tracker (ACT) is a multi-component, multi-cohort career and leadership development tool for the 21st century that has its foundations on three pillars: Training, Education, and Experience. ACT integrates training, education, and experiential learning into one personalized and easy to use interface, presents users with an intelligent search capability for multiple Army education and training resources, provides users with a more efficient and effective way to monitor their career development and allows Leaders/ Supervisors and Mentors the ability to track and advise users with a personalized approach to leadership development. The ACT user explores the Professional Development Model (PDM) to allow him/her to understand the requirements for their current MOS-Skill Level or Branch/FA-Rank or CP/JS/PP/PG as well as explore the next level higher or an entirely different career path altogether.

**Army Training Network (ATN)** is a one-stop-shop for all your training management needs. <https://atn.army.mil/>

**Army Publications:** <https://armypubs.us.army.mil/doctrine/index.html>

**Army Physical Readiness Training:** <http://www.armyprt.com/>

**Leader Book:** This free Smart Phone application is designed to help organize Soldier data and provides references to help Leaders to perform duties more efficiently. Link to the application is found at [www.armyleaderbook.com](http://www.armyleaderbook.com).

**Leader Card:** This comprehensive checklist was developed by deployed AMEDD Officers as a quick reference guide for tactical operations. Link to the guide is <https://www.us.army.mil/suite/doc/825623>.

**Troop Leading Procedures** [http://armypubs.army.mil/doctrine/DR\\_pubs/dr\\_a/pdf/adp5\\_0.pdf](http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/adp5_0.pdf)

**Military Decision Making Process** [http://armypubs.army.mil/doctrine/DR\\_pubs/dr\\_a/pdf/adp5\\_0.pdf](http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/adp5_0.pdf)

**Composite Risk Management** (<https://safety.army.mil/crm/>)

This site is intended to provide Soldiers, Army Civilians, commanders, and managers with the contacts, training, tools, and guidance to effectively integrate Composite Risk Management into missions, jobs, and off-duty activities. Composite Risk Management is the Army's primary decision-making process to identify hazards, reduce risk, and prevent both accidental and tactical loss.

**The Army Profession ADRP 1:** [http://armypubs.army.mil/doctrine/DR\\_pubs/dr\\_a/pdf/adp1.pdf](http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/adp1.pdf)

**Army Leadership ADP 6-22:** [http://armypubs.army.mil/doctrine/DR\\_pubs/dr\\_a/pdf/adp6\\_22\\_new.pdf](http://armypubs.army.mil/doctrine/DR_pubs/dr_a/pdf/adp6_22_new.pdf)

**Army Chief of Staff Professional Reading List:** [http://www.history.army.mil/html/books/105/105-1-1/CMH\\_Pub\\_105-5-1\\_2013.pdf](http://www.history.army.mil/html/books/105/105-1-1/CMH_Pub_105-5-1_2013.pdf)

## **ACRONYM LIST:**

### **AABB**

American Association of Blood Bank

### **AACSB**

Association to Advance Collegiate School of Business

### **AATB**

American Association of Tissue Banks

### **AD**

Active Duty

### **ADHPLRP**

Active Duty Health Professional Loan Repayment Program

### **ADSO**

Active Duty Service Obligation

### **AGR**

Army Guard Reserve

### **AHS**

Academy of Health Sciences

### **AMEDD**

Army Medical Department

### **AMEDDC&S**

Army Medical Department Center and School

### **AOC**

Area Of Concentration

### **APPD**

Army Medical Department Personnel Proponent Directorate

### **AR**

Army Regulation

### **BAH**

Basic Allowance for Housing

### **BAS**

Basic Allowance for Subsistence

### **BDE**

Brigade

### **BN**

Battalion

### **BOLC**

Basic Officer Leadership Course

### **CAHME**

Commission on Accreditation of Healthcare Management Education

### **CAP**

College of American Pathologists

### **CBRNE**

Chemical, Biological, Radiological, Nuclear, and Explosive

### **CCC**

Captains Career Course

### **CDD**

Cell Death Differentiation

### **CLIA**

Clinical Laboratory Improvement Act

### **CLIP**

Clinical Laboratory Improvement Program

### **CO**

Company

### **COL**

Colonel

### **COLA**

Cost Of Living Allowance

### **CPT**

Captain

### **CSBPO**

Corps Specific Branch Proponent Officer

### **DA**

Department of the Army

### **DCC**

Deputy Corps Chief

### **DCO**

Defense Connect On-Line

### **DIEMS**

Date of Initial Entry Into Military Service

### **FDA**

Food and Drug Administration

### **GI**

Government Issue

### **GMAT**

Graduate Management Admission Test

### **GPA**

Grade Point Average

### **GRE**

Graduate Record Examination

### **HPSP**

Health Professions Scholarship Program

### **IMA**

Individual Mobilization Augmentee

### **IMO**

Information Management Officer

**I&E**

Installation and Environment

**IRR**

Individual Ready Reserve

**LT**

Lieutenant

**LTC**

Lieutenant Colonel

**LTHET**

Long Term Health Education and Training

**MAJ**

Major

**MCIC**

Medical Capabilities Integration Center

**METC**

Medical Education Training Campus

**MFA**

Medical Functional Areas

**MFSS**

Medical Field Service School

**MILPER**

Military Personnel Message

**MS**

Master of Science

**MSC**

Medical Service Corps

**NCO**

Noncommissioned Officer

**NCOA**

Noncommissioned Officer Academy

**OHA**

Overseas Housing Allowance

**OML**

Order of Merit List

**OSHA**

Occupational Safety and Health Administration

**RSO**

Radiation Safety Officer

**SGLI**

Servicemember Group Life Insurance

**SME**

Subject Matter Expert

**TDA**

Table of Distribution and Allowance

**TOE**

Table of Organization and Equipment

**TPU**

Troop Program Unit

**TSP**

Thrift Saving Plan

**USAREC**

United States Army Recruiting Command

**USD**

Office of the Under Secretary of Defense

**USUHS**

Uniformed Services University of Health Sciences

**WO**

Warrant Officer

**YOS**

Years of Service

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**ARMY REFERENCES:**

Army Publishing Directorate

[www.apd.army.mil](http://www.apd.army.mil)

DA PAM 600-4: Army Medical Department Officer Development

AR 25-50: Preparing and Managing Corresponding

AR 27-10: Legal Services, Military Justice

AR 40-1: Composition, Mission, and Functions of the Army Medical Department

AR 40-3: Medical, Dental, and Veterinary Care

AR 40-5: Preventive Medicine

AR 40-29: Medical Examination of Applicants for United States Services Academies, Reserve Officer Training Corps (ROTC) Scholarship Programs, including 2-And 3-Year College Scholarship Programs (CSP), and the Uniform Service University of The Health Sciences (USUHS)

AR 40-61: Medical Logistics

AR 40-68: Clinical Quality Management

AR 600-8-22: Military Awards

Tuition Assistance Website : <https://www.goarmyed.com>

GI Bill Website: <http://www.benefits.va.gov/gibill/>

# U.S. Military Rank Insignia

## Enlisted Members

### RANK INSIGNIA OF THE U.S. ARMED FORCES

#### ENLISTED

E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	SENIOR ENLISTED ADVISORS			
ARMY												
 no insignia Private E-1 (PV1)	 Private E-2 (PV2)	 Private First Class (PFC)	 Specialist (SPC)	 Sergeant (SGT)	 Staff Sergeant (SSG)	 Sergeant First Class (SFC)	 Master Sergeant (MSG)	 First Sergeant (1SG)	 Sergeant Major (SGM)	 Command Sergeant Major (CSM)	 Sergeant Major of the Army (SMA)	
MARINES												
 no insignia Private (Pvt)	 Private First (PFC)	 Lance Corporal (LCpl)	 Corporal (Cpl)	 Sergeant (Sgt)	 Staff Sergeant (SSgt)	 Gunnery Sergeant (GySgt)	 Master Sergeant (MSGt)	 First Sergeant (1stSgt)	 Master Gunnery Sergeant (MGOsGt)	 Sergeant Major (SgtMaj)	 Sergeant Major of the Marine Corps (SgtMajMC)	
AIR FORCE												
 no insignia Airman Basic (AB)	 Airman (Amn)	 Airman First Class (A1C)	 Senior Airman (SrA)	 Staff Sergeant (SSgt)	 Technical Sergeant (TSgt)	 Master Sergeant (MSgt)	 First Sergeant (E-7)	 Senior Master Sergeant (SMSgt)	 First Master Sergeant (E-8)	 Chief Master Sergeant (CMSgt)	 Command Chief Master Sergeant (CCM)	 Chief Master Sergeant of the Air Force (CMSAF)
NAVY												
 no insignia Seaman Recruit (SR)	 Seaman Apprentice (SA)	 Seaman (SN)	 Petty Officer Third Class (PO3)	 Petty Officer Second Class (PO2)	 Petty Officer First Class (PO1)	 Chief Petty Officer (CPO)	 Senior Chief Petty Officer (SCPO)	 Master Chief Petty Officer (MCPO)	 Force or Fleet Command Master Chief Petty Officer (FORMC/FLTMC)	 Master Chief Petty Officer of the Navy (MCPON)		
COAST GUARD												
 Seaman Recruit (SR)	 Seaman Apprentice (SA)	 Seaman (SN)	 Petty Officer Third Class (PO3)	 Petty Officer Second Class (PO2)	 Petty Officer First Class (PO1)	 Chief Petty Officer (CPO)	 Senior Chief Petty Officer (SCPO)	 Master Chief Petty Officer (MCPO)	 Command Master Chief (CMC)	 Master Chief Petty Officer of the Coast Guard (MCPO-CG)		



[www.army.mil/symbols](http://www.army.mil/symbols)

# U.S. Military Rank Insignia Officers

## RANK INSIGNIA OF THE U.S. ARMED FORCES OFFICERS

0-1    0-2    0-3    0-4    0-5    0-6    0-7    0-8    0-9    0-10    SPECIAL  
ARMY - AIR FORCE - MARINES

Second Lieutenant (2LT)	First Lieutenant (1LT)	Captain (CPT)	Major (MAJ)	Lieutenant Colonel (LTC)	Colonel (COL)	Brigadier General (BG)	Major General (MG)	Lieutenant General (LTG)	General (GEN)	General of the Army (GA)

NAVY - COAST GUARD

Ensign (ENS)	Lieutenant Junior Grade (LTJG)	Lieutenant (LT)	Lieutenant Commander (LCDR)	Commander (CDR)	Captain (CAPT)	Rear Admiral Lower Half (RADML)	Rear Admiral Upper Half (RADML)	Vice Admiral (VADM)	Admiral (ADM)	Fleet Admiral (FADM)

W-1

W-2

W-3

W-4

W-5

ARMY

Warrant Officer (WO1)	Chief Warrant Officer (CW2)	Chief Warrant Officer (CW3)	Chief Warrant Officer (CW4)	Chief Warrant Officer (CW5)

NAVY - COAST GUARD

Warrant Officer 1 W-1 * The grade of Warrant Officer W-1 is no longer in use.				NO Chief Warrant Officer (CW05)
	Chief Warrant Officer (CW02)	Chief Warrant Officer (CW03)	Chief Warrant Officer (CW04)	

MARINES

Warrant Officer (WO)	Chief Warrant Officer (CW02)	Chief Warrant Officer (CW03)	Chief Warrant Officer (CW04)	Chief Warrant Officer (CW05)

AIR FORCE

NO WARRANT	NO WARRANT	NO WARRANT	NO WARRANT	NO WARRANT
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[www.army.mil/symbols](http://www.army.mil/symbols)



# Paving the Way for the Medical Service Corps

## Mentorship

Mentorship starts with YOU. Whether in the capacity of mentoring others or seeking out mentors, only your actions determine what you get out of it. Be proactive when looking for guidance; most people are humbled and appreciative to be considered a mentor. And as a mentor, it is your responsibility to challenge your mentee and nurture that relationship throughout their careers.

## Educate the Non-AMEDD

It is our responsibility to edify our Army counterparts and those not familiar with the Medical Service Corps on our mission and how we provide support.

## Office of the Chief, Medical Service Corps

3630 Stanley Road, Suite 276  
Joint Base San Antonio, Fort Sam  
Houston, Texas 78234  
(210) 221-8531  
(210) 221 6373

[usarmy.jbsa.medcom-ameddcs.mbx.medical-service-corps@mail.mil](mailto:usarmy.jbsa.medcom-ameddcs.mbx.medical-service-corps@mail.mil)

Medical Service Corps Home Page:  
<http://medicalservicecorps.amedd.army.mil>

Chief, Medical Service Corps Twitter Page:  
<http://twitter.com/chiefmsc>

Chief, Medical Service Corps Facebook Page:  
<http://www.facebook.com/pages/Medical-Service-Corps-Chief/230710100303037>

Chief, Medical Service Corps Blog:  
<https://blog.amedd.army.mil/msc/>

Publication from the Office of the Chief, Medical Service Corps

**Serving to Heal, Honored to Serve**

**Medical Service Corps, Silver Strong!**